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CAUT ACPPU
BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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L'ACPPU impose un blâme à l'Université des Premières nations

LES délégués à l'assemblée du Conseil de l'ACPPU tenue à Ottawa le mois dernier ont adopté à l'unanimité une motion imposant un blâme à l'Université des Premières nations du Canada (UPNC) en conséquence du défaut, de la part de l'établissement, de résoudre ses sérieux problèmes de gouvernance.

« C'est avec une grande tristesse, et après en avoir délibéré longuement, que nous en sommes arrivés à cette décision », a déclaré la présidente de l'ACPPU, Penni Stewart, à l'issue du vote. « C'est la première fois en près de 30 ans que l'ACPPU impose une telle sanction. »

L'imposition d'un blâme signifie que les membres de la communauté universitaire tant au Canada qu'à l'étranger seront priés de ne pas accepter de poste à l'université, de décliner des invitations à prononcer des allocutions ou à participer à des conférences organisées par cette université et de refuser toute distinction décernée par celle-ci.

« La sanction de blâme est une mesure de dernier recours que nous appliquons uniquement dans les cas qui portent atteinte aux principes fondamentaux de l'éducation supérieure », a expliqué le directeur général de l'ACPPU, James Turk.

« En général, les dirigeants des universités et des collèges reconnaissent la gravité des conséquences que le blâme aura sur la réputation de l'établissement et sur sa capacité à attirer du personnel et des étudiants, et ils cherchent donc des moyens de régler les problèmes qui se posent avant que le processus de blâme ne soit entamé. »

« Malheureusement, la direction et le conseil d'administration de l'UPNC n'ont manifesté aucune volonté sérieuse de répondre aux préoccupations soulevées, malgré toutes les occasions qui leur ont été données de le faire. »

Le blâme imposé à l'université, a souligné M^{me} Stewart, ne met aucunement en doute l'intégrité des membres du personnel académique, bon nombre



CAUT Votes to Censure First Nations University

DELEGATES to the CAUT Council meeting in Ottawa last month voted unanimously to censure First Nations University of Canada for its ongoing failure to resolve the serious problems with the governance of the university.

"It is with great sadness and only after careful deliberation that we have taken this decision," said CAUT president Penni Stewart following the vote. "This is the first time CAUT has imposed censure in almost 30 years."

Censure means academic staff in Canada and internationally will be asked not to accept appointments at the university, honours or awards, or invitations to speak or participate in academic conferences at FNUUniv.

"Censure is a measure of last resort used only when we are faced with violations of principles that are fundamental to higher education," said CAUT executive director James Turk.

"In most cases, university and college administrations recognize the serious consequences censure will have on the reputation of the institution and its ability to recruit staff and students, and they look for ways to resolve problems before censure is imposed.

"Unfortunately, while the First Nations University administration and board of governors were given every opportunity, they refused to show any

CAUT's Past Censures

University	Censured	Lifted
Simon Fraser	May 1968	Nov 1968
New Brunswick	Nov 1968	July 1969
U. of Quebec (Montreal)	Nov 1970	1979
Mount Allison	Nov 1970	May 1977
Victoria	May 1971	May 1975
Simon Fraser	May 1971	May 1977
Ottawa	May 1972	May 1977
Moncton	May 1976	1977
Calgary	May 1979	Oct 1988
Memorial	May 1979	May 1989
Tech. U. of Nova Scotia	May 1980	1981

serious willingness to address the concerns."

Stewart emphasized that censure of FNUUniv was not a reflection on the academic staff, many of whom have been harmed directly or indirectly by the governance difficulties at the university.

Problems erupted in 2005 when the board chair at the time, Federation of Saskatchewan Indian Nations vice-chief Morley Watson, suspended several

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Academic Freedom Fund Donors

Faculty Associations

- University of New Brunswick (AUNBT) \$50,000
- University of Guelph (UGFA) \$25,725
- Saint Mary's University (SMUFA) \$25,600
- Capri Breton University (CBUFA) \$11,000
- University of Victoria (UVICFA) \$12,000
- McMaster University (MUFA) \$25,000
- Mount Saint Vincent University (MSVUFA) \$14,720
- University of Waterloo (FAUW) \$24,000
- University of Calgary (TUCFA) \$62,040
- Association of Nova Scotia University Teachers \$1,000
- University of Regina (URFA) \$10,000
- Mount Allison University (MAFA) \$18,000
- University of Winnipeg (UWFA) \$4,000
- Algonia University College (AUCFA) \$1,000
- Federation of Post-Secondary Educators of B.C. \$10,000
- Queen's University (QUFA) \$25,000
- McGill University (MAUT) \$20,000
- NSCAD University (FUNSCAD) \$1,000
- Canadian Military Colleges (CMCFA) \$12,000
- Athabasca University (AUFA) \$10,000
- Memorial University of Newfoundland (MUNFA) \$34,290
- Manitoba Organization of Faculty Associations \$4,000
- Acadia University (AUFA) \$23,400
- Université de Moncton (ABPPUM) \$12,250
- University of Toronto (UTFA) \$10,000
- Brandon University (BUFA) \$10,000
- Simon Fraser University (SFUFA) \$10,000
- Trent University (TUFA) \$25,000
- Brook University (BUFA) \$10,000
- University of Prince Edward Island (UPEIFA) \$4,000
- University of Saskatchewan (USFA) \$24,000
- University of Manitoba (UMFA) \$5,100
- St. Francis Xavier University (SFKAUT) \$25,000
- Alberta University College (AUCFA) \$3,000
- University of Lethbridge (ULFA) \$3,000
- Laurentian University (LUFA) \$7,000
- Bishop's University (APBU) \$7,500
- Dalhousie University (DFA) \$30,000
- St. Thomas University (FAUST) \$4,000
- Ryerson University (RFA) \$20,000
- Wilfrid Laurier University (WLUFA) \$15,000
- Brescia University College (BFA) \$500
- Université Sainte Anne (APBUFA) \$2,000
- University of Western Ontario (UWOFA) \$45,000
- University of Hearst (APUH) \$500
- Nipissing University (NUFA) \$2,000
- University of Alberta (AASUA) \$32,000
- Université de Moncton (ABPPUMCE) \$2,750
- University of B. (UBCFA) \$25,000
- University of Northern B.C. (UNBCFA) \$4,500
- St. Thomas More College (STMFC) \$2,000
- Atlantic School of Theology (ASTFA) \$500
- Collège universitaire de Saint-Boniface (APCUSB) \$4,000
- King's University College (KUCFA) \$4,000
- Concordia University (CUFA) \$20,000
- Thompson Rivers University (TRUFA) \$5,000
- Huron University College (HUCFA) \$1,000
- St. Mary's University College (STMUFA) \$210

LIST

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 **The Mortgage Centre**
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Academic Work.ca
CAUT's Career Site for Higher Education Jobs

Pledged to Date: \$928,145

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2705, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613-820-2270;
Fax: 613-820-2417; Email: duhaime@caut.ca

PRESIDENT / PRÉSIDENTE
Penni Stewart

EXECUTIVE DIRECTOR / DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR / RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING / PUBLICITÉ
Rosa Labocetta
(ads@caut.ca)

CIRCULATION / DIFFUSION
Rachel Newman
(newman@caut.ca)

GRAPHIC DESIGN / GRAPHISME
Kevin Albert

EDITORIAL BOARD / COMITÉ DE RÉDACTION
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Why Academics Strike

By JIM CLARK

If my elderly mother ever heard I was going on strike, her immediate reply would be a shocked "what?..." followed by an even more shocked "why?" She suspects (correctly) that I make far more money than she ever saw as a young widow raising four kids on the modest salary of a civilian clerk at a military base. She knows I have a lot of independence in my job and enjoy it very much. She would of course mention the breaks for research, although she is probably not too sure what that is in my case, and the opportunity for travel — including trips for meetings and conferences. And she knows I like to maintain the illusion of youth by "hanging around" with entertaining and bright young people, albeit different ones every few years.

Given such perks, my mother's surprised "why?" certainly makes a lot of sense. But it is also surprisingly easy to answer. Let's start with the seemingly difficult money question, although so-called money issues are seldom solely about finances.

Yes I make more money than Mom ever did, but then I went far longer without making money as well. She left school after grade eight to work, which was not uncommon at the time, whereas I spent more than eight years on my university education, after graduating from grade 13. And for several years after I worked as a research associate and taught on a part-time basis, followed by more years of low salaries early in my regular career. So Mom had 15 to 20 extra years of earning.

Moreover I had the option of professions that pay far better than university professors, and with far less education. In not too many years, the budding lawyers in my undergraduate classes, not to mention the physicians-in-waiting, will make more money than I do approaching the end of my academic career.

Another reality is that universities are in competition for strong faculty. It is frustrating to lose a good candidate (perhaps even a former Manitoban) who ends up at an Alberta university willing to pay tens of thousands of dollars more every year, in addition to providing richer support for research, access to more graduate students and numerous other benefits. Successful mid-career faculty are also lured away by more attractive offers elsewhere.

Another salary consideration is fairness. Should I be paid markedly less than people at other universities doing the same job simply because I work in Manitoba? One can rely to some extent on the martyrs among us who sacrifice their own interests for the greater good, but the truth is that they will never exist in sufficient numbers to build an excellent university system. Only adequate remuneration can do that.

In addition to such considerations, money usually becomes an issue when ignited by other factors. Has management just given itself substantial pay raises or hired seemingly superfluous additional managers, while saying it cannot afford respectable increases for faculty? Does the board and senior management somehow find money for their

Although financial considerations can occasionally precipitate a strike, it generally takes some additional matter of principle to lead faculty to walk the picket line, writes Jim Clark



pet projects (often associated with their "vision" for the university)? Are there other signs that resources are being squandered on actions viewed by faculty as incidental to the primary teaching and research functions of universities? Given such circumstances, you can bet that even modest shortcomings in salary and benefits take on much greater significance.

So there are many considerations that can lead to an otherwise decent salary to be inadequate to get the job done — the job being the attraction, retention and satisfaction of excellent academics at Manitoban universities.

Although such financial considerations can occasionally precipitate a strike, it generally takes some additional matter of principle to lead faculty to walk the picket line. Among the foremost in importance are those involving academic freedom, which seems under threat from numerous angles these days.

One threat to academic freedom is the privatization of university functions, already far advanced in the research domain and now under threat in teaching as well. Universities that offer public facilities for private research and other uses are often unable or unwilling to protect the academic freedom of researchers and scholars. In truly appalling cases, negative results of pharmaceutical drug testing or other commercial processes are ignored or even suppressed, violating the most basic tenets of academic freedom.

Institutional and government policies designed for laudable ends can have similarly chilling consequences for academic freedom, or freedom of speech more generally. Even Maclean's magazine found itself forced to defend authors' right to espouse views interpreted by some as threatening or hateful. How much more vulnerable are lowly academics whose job, properly done, requires they address controversial top-

ics? In teaching psychology, I cannot ignore research and theories about ethnic differences in intelligence, gender differences in personality, human evolution and a host of other controversial issues.

Most disciplines have similarly taboo topics that put teachers and researchers at increasing risk from ill-advised or poorly implemented policies that lack adequate definition and controls.

And it does little good for university officials or politicians to deny that potential abuses can result from such policies. Once loosed, committees, commissions and administrators are free to interpret the policies as they choose, turning a blind eye to the hollow assurances that first accompanied the policies. And if management has already demonstrated its willingness to punish people who discuss controversial issues, dissent from the status quo, or criticize institutional management, then I become extremely worried about providing yet another club, like new policies centered around vague words like "respect," with which to beat me over the head.

So Mom, your impression of my profession is bang on in many respects: respectable salary relative to that of many people, great job, independence and so on. But the job also has its potential faults, including lower pay than many professions or academics elsewhere and fear of reprisals for doing my job or being outspoken about controversial topics or the institution where I work. When those fault lines become too strained, something has to give — the result being either constructive negotiations or a faculty strike. ■

Jim Clark is a psychology professor at the University of Winnipeg and president of the Manitoba Organization of Faculty Associations.

The views expressed are those of the author and not necessarily those of CAUT.

PRESIDENT'S COLUMN

Feds' Commercial Focus Puts Basic Research at Risk



By PENNI STEWART

You will have noticed higher education policy played no role during the recent federal election. The platform of the winning Conservatives was silent on the subject. Why seems obvious... the election campaign was increasingly consumed by economic crisis and leadership issues. But the deeper reason for this silence is important for the education community and CAUT, as the national representative of academic staff at Canada's colleges and universities.

Canada is one of the few nations without a national department of education. We do not have one because education is under provincial jurisdiction and there would certainly be objections from the provinces. But this doesn't mean there is no federal policy. On the contrary, federal policies funnel about \$3 billion a year to the provinces through the Canada Social Transfer, funding for the three granting agencies, and a combination of policies enacted over the last decade that have done much to transform post-secondary research.

These include the establishment of the Canada Foundation for Innovation in 1997, the transformation of the Medical Research Council into the Canadian Institutes of Health Research in April 2000 — coincident with an increase in funding, the allocation of significant additional funds to the Natural Sciences and Engineering Research Council and, to a lesser extent, the Social Sciences and Humanities Research Council, the introduction of Millennium Scholarships, Canada Research Chairs, Canada Graduate Scholarships and payments to institutions for indirect research costs.

In *The Way it Works: Inside Ottawa*, author Eddie Goldenberg describes how innovation was made possible in the absence of a federal organization dedicated to higher education. Ideas were advanced by individual elites, then formulated into policies by a circle of elites and sold directly to then-prime minister Jean Chrétien. The elites included a few researchers, the presidents of the four or five most powerful universities, federal deputy ministers and people such as Goldenberg in the prime minister's office. Opportunities for higher education communities to provide input on their position were extremely limited.

Given the secretive nature of such policymaking what can we say about the higher education policy of Stephen Harper's government? The Conservatives built on the previous Liberal platform, but where they differed was in their pursuit of commercialization and the attendant integration of the private and post-secondary sectors. The policy pursued by the present government, outlined in the 2006 Advantage Canada plan and the 2007 strategy document, Mobilizing Science and Technology to Canada's Advantage, raises disquieting questions about the future of post-secondary research programs.

Commercialization is being pursued largely through the Networks of Centres of Excellence programs. A Liberal initiative, these programs involve partnerships between academic researchers and industry designed to make research commercially viable. The Conservatives promise to introduce business-led networks and establish a private sector advisory board to foster private sector involvement with research networks. Partnerships between colleges and the private sector will be enhanced through a permanent College and Community Innovation Program.

What is the effect of the government's embrace of commercialization on basic research? The prestigious scientific journal *Nature* has raised this twice in the past year. In a searing editorial in February, *Nature* referred to the Harper government's "manifest disregard for science," voicing particular concern about the impartiality and independence of the new Science, Technology and Innovation Council, established to phase out the office of the national science advisor. *Nature* also cited the requirement that grants be partnered and the result that many worthwhile projects remain unfunded or underfunded. In a September article, *Nature* criticized the government's science policy for placing "undue emphasis on commercially focused research over long term basic research."

Along with an accelerating general emphasis on commercialization, there is a continuing effort to steer research to government priorities. Particularly, funding will be directed to four research priority areas designated by the Council of Canadian Academies — environmental science and technologies, natural resources and energy, health and related life sciences and technologies, and information and commu-

nications technologies. The granting agencies also face increased demands for accountability in the form of more reporting, more public and private partnerships and more engagement with the community and business sector.

The integration of corporate and academic worlds proceeds apace. In 1996, SSHRC's 22-member board included 11 academics, three university administrators, one student, one individual from the private sector, two SSHRC officials and four NGO executives. In 2001 the SSHRC board was composed of 10 academics, five administrators, four corporate executives, two SSHRC officials and one NGO executive. By 2008, the board was reduced to 19 members with just three academics, seven university administrators, seven corporate executives, one SSHRC official and one NGO member.

The Conservative government's reinforcement of corporate and governmental research and development agendas represents a bias in favour of capital. But the more fundamental problem is that it favours the inherently short-term and opportunistic needs of business and government over the long-term needs of science, the arts and humanities and society itself. ■

LE MOT DE LA PRÉSIDENTE

Le paysage de la recherche fondamentale mis en danger

Par PENNI STEWART

Vous aurez remarqué que la politique d'enseignement supérieur ne figurait pas au rang des enjeux de la dernière campagne électorale fédérale. Le programme du Parti conservateur, reporté au pouvoir, ne comportait rien à ce sujet. Pourquoi? Cela semble évident : la crise économique et les questions de leadership ont pris peu à peu toute la place. La raison profonde de ce silence demeure cependant importante pour la communauté de l'enseignement et l'ACPPU, porte-parole national du corps professoral des universités et des collèges au Canada.

Notre pays est l'un des rares à ne pas avoir de ministère national de l'éducation. S'il en est ainsi, c'est que l'éducation est du ressort des provinces et que celles-ci s'y opposeraient certainement. Cela ne veut pas dire qu'il n'existe pas de politique fédérale en la matière. Bien au contraire. L'État remet chaque année environ trois milliards de dollars aux provinces par l'intermédiaire du Transfert canadien en matière de programmes sociaux, des fonds octroyés aux trois

organismes subventionnaires et d'un ensemble de mesures qui, mises en place au cours de la dernière décennie, ont largement contribué à transformer le paysage de la recherche postsecondaire.

Mentionnons notamment la création, en 1997, de la Fondation canadienne pour l'innovation ainsi que la transformation, en avril 2000, du Conseil de recherches médicales en Instituts de recherche en santé du Canada, laquelle a coïncidé avec une augmentation du financement; l'attribution d'importants fonds additionnels au Conseil de recherche en sciences naturelles et en génie et, dans une moindre mesure, au Conseil de recherche en sciences humaines; la création des Bourses du millénaire, des Chaires de recherche du Canada et du Programme de bourses d'études supérieures; ainsi que le remboursement aux établissements des coûts indirects de la recherche.

Dans son livre *The Way it Works: Inside Ottawa*, Eddie Goldenberg explique comment l'innovation a été rendue possible en l'absence d'un organisme fédéral voué à l'enseignement supérieur. Des idées

ont été avancées par des personnes choisies, puis ont été converties en politiques par un cercle d'élite et vendues directement au premier ministre d'alors, Jean Chrétien. Ces groupes d'exception comprenaient quelques chercheurs, les recteurs des quatre ou cinq universités les plus influentes, des sous-ministres fédéraux et des gens comme M. Goldenberg qui oeuvraient au cabinet même du premier ministre. Les possibilités données à la communauté de l'enseignement supérieur de faire connaître son point de vue étaient très restreintes.

Les décisions politiques étant ainsi prises dans le secret, que dire de la manière dont le gouvernement de Stephen Harper traite la question de l'éducation? Les Conservateurs ont pris appui sur le programme de leurs prédécesseurs libéraux, dont ils se sont cependant éloignés pour poursuivre la commercialisation et, en conséquence, l'intégration des secteurs privé et postsecondaire. La politique adoptée par le gouvernement actuel, exposée en 2006 dans le plan économique *Avantage Canada* et en 2007 dans le document stratégique *Réaliser le potentiel des sciences et de la*

technologie au profit du Canada, soulève plusieurs questions inquiétantes quant à l'avenir des programmes de recherche postsecondaire.

La commercialisation s'opère en grande partie par la voie des programmes des Réseaux de centres d'excellence — une initiative libérale — qui financent des partenariats entre les chercheurs universitaires et l'industrie pour rendre la recherche commercialement viable. Les Conservateurs promettent d'établir des réseaux dirigés par les entreprises et de créer un conseil consultatif du secteur privé pour favoriser la participation de celui-ci aux réseaux de recherche. Les partenariats entre les collèges et le secteur privé seront accrues grâce à un programme permanent d'innovation dans les collèges et la collectivité.

Quel est l'effet sur la recherche fondamentale de la place accordée par le gouvernement à la commercialisation? La prestigieuse revue scientifique *Nature* a soulevé la question à deux reprises l'an dernier. Dans un éditorial virulent paru en février, elle parle du mépris flagrant du gouvernement Harper pour la science et s'inquiète particulièrement de l'impartialité et de l'indé-

pendance du nouveau Conseil des sciences, de la technologie et de l'innovation, mis sur pied pour suppléer graduellement le bureau du conseiller national des sciences. Le périodique signale également que les subventions n'étant accordées qu'en partenariat, de nombreux projets fort intéressants sont sous-financés ou ne le sont pas du tout. Un article publié dans le numéro de septembre dénonce le fait que la politique scientifique du gouvernement accorde une importance excessive à la recherche à caractère commercial au détriment de la recherche fondamentale à long terme.

Alors que la commercialisation prend de plus en plus vite une place prépondérante, des efforts sont sans cesse déployés pour orienter la recherche en fonction des priorités du gouvernement. En particulier, le financement sera dirigé vers quatre domaines de recherche prioritaires désignés par le Conseil des académies canadiennes : sciences et technologies de l'environnement, ressources naturelles et énergie, sciences et technologies de la santé

Voir RECHERCHE à la page A11 →

Entry-Level Salaries Highest in Canada

CANADA leads the world in entry-level academic salaries, says a report by researchers at the Boston College Center for International Higher Education.

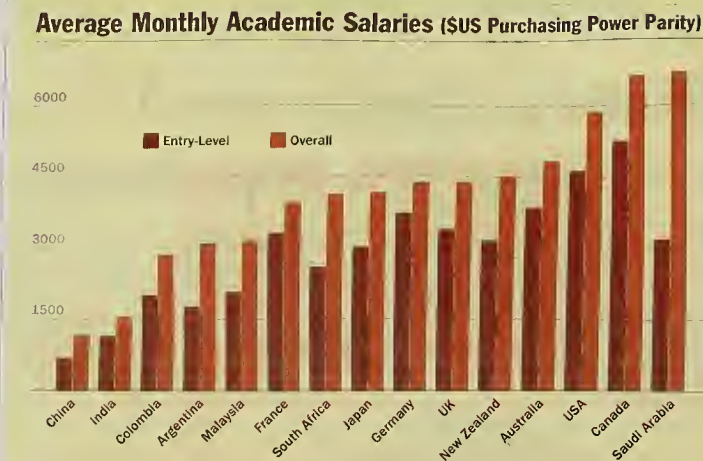
The Boston College researchers looked at academic earnings at four-year institutions across 15 countries and adjusted salaries based on purchasing power parity to reflect differences in the cost of living.

By this measure, Canada topped the United States, Australia, Germany and the United Kingdom in the average monthly entry-level salaries paid to academics. Canada scored second in overall average salaries, ahead of the United States but behind Saudi Arabia, which the report's authors refer to as an "anomaly."

Not surprisingly, academics in developing countries such as India, China and Colombia earn far less than their counterparts in developed countries, but not when salaries are compared relative to national wealth. For instance, India pays its professors on average 8.7 times its GDP per capita, compared to 2.2 times in Canada.

Nevertheless, the researchers warn that the large discrepancies in pay across countries pose serious challenges for nations in their struggle to hold onto their best talent.

"Salary and remuneration help shape global academic mobility — including such issues as brain



drain and brain gain," the researchers wrote. "For the world's lesser-developed countries, there is an obvious problem in terms of attracting high-quality foreign talent and keeping talented nationals at home."

But they also noted that rich nations face significant challenges in attracting and retaining staff as well, as academic salaries are becoming less competitive when compared to other professions.

"[W]ith few exceptions, the story of how the academic profession compares with other jobs within the national labor markets is not a very happy one, with significant implications for the future of the profession," the researchers reported.

The researchers say that although their review of academic salaries is the most comprehensive to date, they suggest caution in interpreting the data.

They acknowledge in the report that the analysis doesn't take into account bonuses, benefits and the effects of income and payroll taxes, which limits the understanding of how faculty are compensated around the world. ■

On the Net: The 84-page study, International Comparison of Academic Salaries, is available at www.bc.edu/bc_org/avp/soe/cihe/salary_report.pdf.

Version française à la page A6.

Acadia University Faces Censure

THE board of directors and administration of Acadia University face censure by CAUT in April unless they agree to reverse the firing of computer science professor Colin Wightman.

Delegates to CAUT's Council meeting Nov. 29 voted to give notice to the institution that unless Wightman's situation is suitably resolved censure will be imposed at its next council meeting.

A CAUT investigatory committee report released in June 2008 found Acadia University acted inappropriately in dismissing Wightman, a tenured full professor and director of the Jodrey School of Computer Science at Acadia. He also held the position of acting dean of science.

The committee recommended that CAUT consider censuring Acadia unless the administration agreed to restore Wightman to his position and compensate him for his financial losses.

Despite repeated requests from CAUT, Acadia administrators have refused to enter discussions about the committee's recommendations.

"Censure is the most serious sanction we can impose and we don't take it lightly," said CAUT executive director James Turk. "But the administration's actions in this case show total disrespect for due process and an unacceptable attack on Professor Wightman." ■

Version française à la page A11.

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Tenured Faculty or Endangered Species?

How the University Works: Higher Education and the Low-Wage Nation

Marc Bousquet. New York: New York University Press, 2008; 304 pp; ISBN: 978-0814-799758, paper \$23 us; ISBN: 978-0814-799741, cloth \$70 us.

By DOUG LORIMER

THOSE of us who work and study in a contemporary North American university or college are aware of the growing divergence between the idealized past of the academy and present-day realities of the working lives of students and faculty. In his study, *How the University Works*, Marc Bousquet forces us to lay aside our illusions and come face-to-face with the realities of the regressive changes that have occurred in post-secondary education over the last three decades.

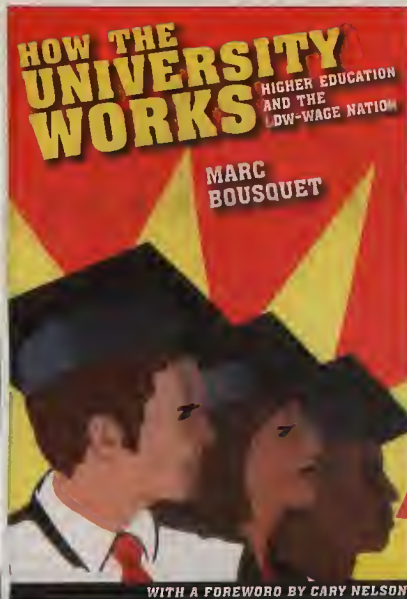
He does so by assessing the university in both its internal workings and its external context. He explores the inside-out workings of post-secondary institutions by looking at the roles of administrators, faculty (both full- and part-time) and students. He also looks at universities and colleges within the context of their external environments such as recent transformations in the economy, management strategies, labour relations and the reorganization of productive work. The contemporary academy for Bousquet is not some familiar old jalopy in need of repair. It is a redesigned, sleek new vehicle and we need to understand how it works.

THE DESIGNERS OF the new academy are a corps of professional managers. Their model of the university does not draw upon the traditions of the academy, but adopts the style of corporate management. This corporate style at best violates the conventions of the academy as inefficient. At worst, it is actively hostile to academic freedom and collegial governance.

The redesigned academy, modeled on corporate practices such as total quality and just-in-time management, has become part of the low-wage nation. In fact, colleges and universities not only exploit the cheap labour of contingent faculty and students, but collaborate with the corporate sector in creating a pool of vulnerable victims for part-time, low-wage employment.

This transformation has occurred over the past three decades during which time the proportion of young people who attend colleges or universities has steadily increased. If the value of post-secondary education is measured in terms of the living standards of graduates, Bousquet's analysis has a surprising outcome. Apart from a minority of graduates who enter the professional or managerial elite (not including faculty), real incomes for graduates have not increased over the last 30 years. Nonetheless, college and university education saves graduates from economic disaster. He estimates the standard of living since 1970, for those who have no further education beyond high school has dropped by 40 per cent.

If postsecondary education retains a survival value, it has become, nonetheless, education on the cheap. The dinosaurs of the new ice age of the contemporary university are tenured and tenure-track faculty. Being selected as the brightest and the best, they have not been able to see beyond their immediate self-interest. Often identifying themselves as managers articulating the values of management culture, they have defended their privileged status, while remaining oblivious to the steady and now radical erosion in their numbers.



In the United States, tenured and tenure-track faculty now constitute at most 30 per cent of the university professoriate. Most undergraduates are taught by contingent faculty and graduate students. While student tuition has steadily increased, the cost of academic labour, in the shape of the contingent faculty and graduate students who replace tenure-track faculty, has steadily declined. Bousquet claims that in some states a contingent faculty member teaching the equivalent of a full-time course load earns as little as \$16,000 a year.

The transformation of teaching within the corporate university leads Bousquet to reassess the role of graduate programs in general and of doctoral studies in particular. With a PhD in English and teaching communication studies, Bousquet's perspective grows out of the expansive use of contingent faculty and graduate students in required English courses and writing programs at American universities. The purpose of graduate education is not to equip students for non-existent "real" jobs leading to professional academic careers, but first to supply a pool of graduate students, and secondly to supply a pool of contingent faculty to teach undergraduates.

Ironically, the contingent faculty, some of whom have doctorates, often have less in the way of benefits and pay than graduate students. They receive less than a living wage, are often dependent on the earnings of a partner, or on family support for child care and other necessities, and carry a heavy debt from their undergraduate and graduate education. Many also face time limits on their employment.

After a specific number of years, their opportunities for contingent employment may be terminated. They will be replaced by a fresh generation of grad students turned on by a life of scholarship, but destined for the dismal cycle of poorly-compensated contingent labour and eventual unemployment.

Having set out this devastating analysis of how the university works, Bousquet addresses the equally daunting task of

a prescription for what needs to be done. Here he puts his faith in labour organization and collective bargaining. In his view, established full-time faculty provide little in the way of leadership. Many tenured faculty identify with management, and those who are prepared to take action engage, in his view, in a strategy of survival. As the decline in members of the American Association of University Professors from 90,000 to 43,000 since 1973 indicates, this strategy is losing the battle against the corporate university.

Bousquet's hope lies with the organization and political militancy of contingent faculty and graduate students. The corporate university is now so dependent on low-cost and contingent academic workers that withdrawal of labour through strikes holds out the promise of significant reform. Bousquet can point to some notable successes in California and New York. Nonetheless, there remains a strong sense that the political response through labour militancy does not meet the magnitude of the problem presented by the freshly-invented corporate university.

NORTH OF THE 49th parallel we operate in a political culture less hostile to collective bargaining. Since the 1970s, most academic staff associations, under the national leadership of CAUT, have organized and engaged in collective bargaining as sanctioned by provincial legislation. Under these conditions, we have engaged more effectively than our American colleagues in a strategy of survival. Contract academic staff, as contingent academic workers, have also organized. Like their full-time colleagues confronted by corporate academic managers' demand for more work with inadequate pay, they have been prepared to use strike action.

As someone who has spent the last two decades on the front line at the bargaining table, I find Bousquet's analysis on the transformation of the contemporary academy both revealing and frightening. His trust in labour militancy, nonetheless, needs a fuller political analysis of the balance of power between corporate management and academic labour. Here an appeal to the traditions of the academy will be inadequate. To build an alliance of academic workers of all kinds in the corporate university, we may need to reinvent the academy.

Just as post-secondary education has been democratized by engaging a majority of young people drawn from more diverse backgrounds by class, gender and ethnicity, so we need to nurture within the community of academic staff a more democratic and inclusive culture. Here the principles of academic freedom and collegial governance are only a starting point. We need an academic culture suspicious of privilege and hostile to the exploitation of the labour of students and contingent academic staff. Only within an academy that fosters a spirit of fairness and mutual respect can we sustain the academic profession and its values of freedom of enquiry and independence of thought.

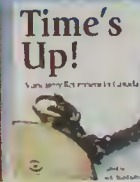
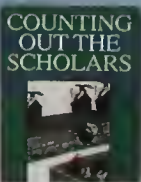
Anyone who has engaged in collective bargaining will recognize that our strength depends on building a broad coalition of support. Such coalitions are only as strong as their weakest and most vulnerable members. If this sounds like a tired-old truism, we only have to remember that the tenured professor is the endangered species in the contemporary academy. If you have doubts on this score, then Bousquet will serve as your guide on how our universities and colleges work within the economy and culture of the low-wage nation. ■

Doug Lorimer is a history professor at Wilfrid Laurier University and chair of CAUT's Collective Bargaining and Economic Benefits Committee.

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ACTUALITÉS

Le Canada offre les salaires d'embauche les plus élevés au monde

SELON un rapport de recherche publié par le Boston College Center for International Higher Education, c'est au Canada que les salaires d'embauche des universitaires sont les plus élevés au monde.

Les chercheurs de cet institut ont examiné la rémunération touchée par les universitaires des établissements d'enseignement de 15 pays qui offrent des programmes de quatre ans. Ils ont ajusté les salaires en fonction de la parité des pouvoirs d'achat de façon à tenir compte des différences dans le coût de la vie.

Compte tenu de ce facteur, le Canada devance les États-Unis, l'Australie, l'Allemagne et le Royaume-Uni au chapitre des salaires d'embauche mensuels moyens payés aux universitaires. Il se classe au deuxième rang pour ce qui est de la rémunération moyenne globale, devant les États-Unis mais derrière l'Arabie saoudite, que les auteurs du rapport présentent comme une « anomalie ».

Il n'est pas surprenant de constater que les universitaires des pays en développement tels que l'Inde, la Chine et la Colombie gagnent beaucoup moins que leurs homologues des pays développés, mais non pas lorsque les salaires sont comparés par rapport à la richesse nationale. En Inde, par exemple, le traitement moyen des professeurs équivaut à 8,7 fois le PNB par habitant, comparativement à 2,2 fois au Canada.

Les chercheurs préviennent néanmoins que les larges écarts de rémunération entre les pays posent d'énormes défis aux nations qui s'emploient à retenir leurs meilleurs éléments.

« Les salaires et la rémunération agissent sans conteste sur la mobilité des universitaires dans le monde et sur le double phénomène de l'exode et de l'afflux de cerveaux », écrivent les auteurs du rapport. « Or un problème évident se pose aux pays moins développés : comment attirer des compétences étrangères hautement qualifiées tout en retenant au pays leurs ressortissants de valeur. »

Ils notent toutefois que les pays riches sont, eux aussi, sérieusement confrontés à ces difficultés du fait que les salaires des universitaires sont de moins en moins concurrentiels comparativement à ceux des autres professions.

« Sauf quelques exceptions, la situation de la profession universitaire est loin d'être réjouissante en regard des autres emplois proposés sur les marchés du travail nationaux — ce qui pourrait avoir des conséquences profondes sur l'avenir de la profession », affirment les auteurs.

Si ces derniers font valoir que leur étude sur les salaires des universitaires est la plus complète qui ait été réalisée à ce jour, ils n'en recommandent pas moins la prudence dans l'interprétation des données.

Ils reconnaissent dans le rapport que leur étude ne prend pas en compte les primes, les avantages sociaux et les effets de l'impôt sur le revenu et des charges sociales, ce qui donne une idée restreinte de la façon dont les membres du corps professoral sont rémunérés dans le monde entier. ■

English on page A4.

L'ACPPU impose un blâme à l'UPNC

→ Suite de la PAGE A1

desquels ont subi directement ou indirectement les effets préjudiciables des problèmes de gouvernance de l'université.

La situation a commencé en 2005 lorsque Morley Watson, vice-chef de la Fédération of Saskatchewan Indian Nations (FSIN) et alors président du conseil d'administration de l'UPNC, a suspendu plusieurs cadres administratifs, saisi les ordinateurs centraux de l'université pour en copier les disques durs contenant les dossiers des professeurs et des étudiants, et expulsé les membres du personnel administratif de leurs bureaux.

Devant l'opposition du corps universitaire, des aînés de l'établissement, de l'association du personnel académique de l'Université de Regina et de l'ACPPU, la FSIN a créé un groupe de travail regroupant des chefs, dont le rapport publié en novembre 2005 recommandait la formation d'un conseil d'administration plus restreint et dépolitisé — un conseil qui respecterait et intégrerait la culture et les traditions de gouvernance des Premières Nations, assurerait une gestion efficace et efficiente, appliquerait des normes élevées en matière de gouvernance, ferait le lien avec les propriétaires de l'université et assurerait leur par-

ticipation, et améliorerait la reddition de comptes.

« Les principales recommandations du groupe de travail relatives à la gouvernance n'ont jamais été mises en œuvre », a déploré M. Turk. « Pendant ce temps, les problèmes se sont accumulés. »

Les lacunes subsistant dans la gouvernance de l'établissement depuis la crise de 2005 ont entraîné le congédiement ou la démission du recteur, de deux vice-recteurs, de doyens de deux campus, de plus du tiers du corps universitaire et de près de la moitié du personnel administratif, professionnel et technique.

L'université a depuis enregistré une chute importante du nombre d'inscriptions de même qu'une baisse des revenus tirés des travaux de recherche et des projets particuliers, ce qui est venu exacerber sa situation financière déjà précaire.

M. Turk estime que la mise en œuvre des recommandations du groupe de travail serait la solution parfaite pour résoudre les problèmes relevés et faire lever la sanction de blâme.

Le vice-chef de la FSIN responsable du portefeuille de l'éducation, Lyle Whitefish, avait sollicité une rencontre avec les représentants de l'ACPPU ce mois-ci, mais il s'est décommandé par la suite. ■

NEWS ACTUALITÉS

Canada Slips in Progress on Human Rights

CANADIENS shouldn't be too smug about the notion that Canada is the world's "human rights good guy," according to Alex Neve, secretary general of Amnesty International Canada.

Neve was invited as guest speaker at a special session during CAUT's November Council meeting to mark the occasion of the 60th anniversary of the Universal Declaration of Human Rights.

By his account, while Canada has much to celebrate, it also has much to be ashamed of when it comes to its human rights legacy and much work ahead.

Among the reasons to be proud for the country, he said, "have been great moments of Canadian leadership," both from individual citizens and in peacekeeping, the fight to do away with land mines, the struggle against apartheid and the founding of an International Criminal Court.

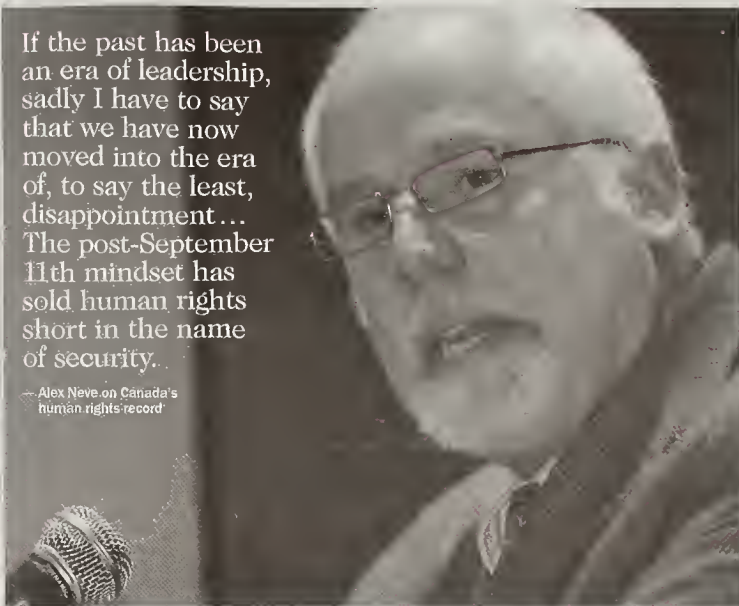
"But the laurels grow distant," he warned. "If the past has been an era of leadership, sadly I have to say that we have now moved into the era of, to say the least, disappointment."

Canada has retreated from leadership in efforts to abolish the death penalty, he said. Canada was the only firmly abolitionist country that declined to cosponsor a resolution before the United Nations General Assembly last fall calling for a worldwide moratorium on executions.

Canada has also failed to show leadership in countering what Neve called "the ugly post-September 11th mindset that has sold human rights short in the name of security." He pointed to the cases of Maher Arar, Ahmed El Maati, Abdullah Almalki and Muayyed Nureddin — impris-

If the past has been an era of leadership, sadly I have to say that we have now moved into the era of, to say the least, disappointment... The post-September 11th mindset has sold human rights short in the name of security.

Alex Neve on Canada's human rights record



oned and tortured abroad with Canadian complicity — and the case of Omar Khadr, held at Guantanamo Bay for six years.

Finally, he pointed to Canada's refusal to sign on to the UN's Declaration on the Rights of Indigenous Peoples and a framework for their protection. In the struggle to agree on wording Canada had begun to demonstrate some principled leadership, helping to break through roadblocks and build bridges be-

tween opposing camps. But just as wording was agreed and it was ready to come to vote before the new Human Rights Council in June 2006, everything changed.

"No longer the champion, Canada now was implacably opposed," Neve said. "And not only opposed, but determined to aggressively set out to convince other countries to oppose it as well, to see the defeat of the declaration... Governments and NGOs active within UN human

rights circles all say they have never seen anything like it from Canada."

Neve called for action on and beyond the Dec. 10 anniversary of the Declaration of Human Rights, highlighting the power of letter-writing, organizing and speaking out on behalf of citizens at risk in Canada and around the globe.

"We need this anniversary to be marked with loud, agitated, insistent voices, across Canada and worldwide," he said. ■

CAUT Claims CRC Breached Equity Accord

THE Canada Research Chairs program has breached the terms of a mediated settlement that was supposed to address the underrepresentation of equity-seeking groups in chair appointments.

Eight academics from universities across Canada — with CAUT playing a role in lending assistance — filed complaints with the federal human rights commission in 2004, alleging discrimination in the chair nomination process, access to the process and in the appointment process and results.

The settlement reached in 2006 required the chairs program to develop a methodology to address allocation inequities. The complainants also hoped their efforts would help highlight discrimination in the structure of other granting programs.

As part of the settlement, the CRC program hired a consulting firm to develop a forward-looking methodology with accompanying targets.

"It was crucial that this firm have employment equity and human rights expertise and experience," said Penni Stewart, president of CAUT. "Instead, the CRC hired a firm that appears to lack that expertise and did so without any meaningful consultation with the complainants."

The firm developed a methodology in November 2007, about which the complainants raised significant concerns. The CRC ignored the objections and announced last month that the methodology had been "finalized" and sent to universities.

"So now we have a flawed methodology in place that will perpetuate rather than begin to address the systemic discrimination in the program and that is clearly contrary to the intentions of the settlement," Stewart said.

"Worse still, the CRC is saying the complainants were duly consulted. They never were."

CAUT has made a formal complaint to Industry Canada and the CRC program, claiming they breached the agreement and pressing for change. Meanwhile, the association has retained experts to provide a detailed critique of the program's methodology and propose an alternative.

"We'll also be reaching out to universities with chair appointments to urge them to work with local academic staff associations to find ways to address discrimination in the CRC process and will support local associations that want to take up the issue with employers," Stewart said. ■

Related Article: CAUT Bulletin April 2008 "CRC Program Slow to Implement Settlement to End Discrimination."

Version française à la page A12.

Droits humains : le Canada est montré du doigt

LES Canadiens ne devraient pas trop se satisfaire de l'idée que leur pays est le chef de file mondial de la défense des droits humains.

C'est là l'une des principales conclusions dégagées par le secrétaire général d'Amnistie internationale Canada, Alex Neve, dans l'exposé qu'il a livré à titre de conférencier invité lors d'une séance spéciale tenue en novembre dernier dans le cadre de l'Assemblée du Conseil de l'ACPPU pour marquer le 60^e anniversaire de la Déclaration universelle des droits de l'homme.

Si le Canada a beaucoup à célébrer en tant que catalyseur de progrès en matière de droits de la personne, estime M. Neve, il est aussi loin d'être sans reproche dans ce domaine et il a beaucoup de lacunes à rattraper.

Nous pouvons certes être fiers, a-t-il dit, « des grands moments où le Canada a joué un rôle de premier plan » par l'action de ses citoyens ou de ses forces de maintien de la paix, et également des initiatives menées

par notre pays pour faire interdire l'utilisation des mines terrestres, de sa lutte contre l'apartheid et de sa contribution à la création de la Cour pénale internationale.

« Mais le rôle de chef de file du Canada s'érode », a-t-il prévenu. « Nous sommes malheureusement passés d'une ère de leadership à, le moins que l'on puisse dire, une ère de performance décevante. »

Le Canada a renoncé aux efforts de mobilisation qu'il avait toujours poursuivis pour faire abolir la peine capitale, a-t-il dit. C'est le seul pays profondément abolitionniste qui a refusé de coparrainer la résolution proposée à l'Assemblée générale des Nations unies, l'automne dernier, pour réclamer un moratoire international sur les exécutions.

Le Canada n'a pas fait preuve de leadership non plus dans la lutte contre ce que M. Neve appelle « l'affreux changement de mentalité opéré depuis le 11 septembre qui a permis de brader les droits humains au nom de la sécurité ». Il a mis en

avant les cas de Maher Arar, d'Ahmed El-Maati, d'Abdullah Almalki et de Muayyed Nureddin, qui ont tous été emprisonnés et torturés à l'étranger avec la complicité des autorités canadiennes, de même que le cas d'Omar Khadr, détenu depuis six ans à Guantanamo Bay.

Dans un dernier temps, il a insisté sur le fait que le Canada avait voté contre l'adoption de la Déclaration des Nations Unies sur les droits des peuples autochtones et d'un cadre de protection de leurs droits. Lors des discussions sur le libellé de la déclaration, le Canada avait commencé par faire preuve d'un certain leadership animé de principes, contribuant ainsi à débloquer des impasses et à jeter des ponts entre les camps opposés. Mais juste au moment où le libellé établi, ayant rallié toutes les parties, allait être soumis au vote du nouveau Conseil des droits de l'homme, en juin 2006, tout a changé.

« Dépourvu de sa réputation mondiale, le Canada affichait mainte-

nant une opposition implacable », a expliqué M. Neve. « Non seulement il s'opposait à la déclaration, mais il était résolu à déployer tous les efforts possibles pour convaincre les autres pays de s'y opposer également afin de la faire rejeter. Les États et les ONG actifs dans les cercles des droits humains des Nations Unies ont tous admis n'avoir jamais été témoins auparavant d'une telle attitude de la part du Canada. »

M. Neve a lancé un appel à l'action dès le 10 décembre prochain, jour de l'anniversaire de la Déclaration universelle des droits de l'homme, soulignant le pouvoir des campagnes épistolaires, de mobilisation et de sensibilisation menées dans l'intérêt des citoyens vulnérables au Canada et dans le reste du monde.

« Nous devons marquer cet anniversaire en faisant clairement entendre nos voix avec les plus grandes forces et insistance possibles dans tout le pays et sur toute la planète », a-t-il conclu. ■

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CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Two or Three Vacancies (dependent on whether an incumbent member of the committee is elected chair). Members should have considerable involvement in one or more of the following areas: academic freedom, human rights and civil liberties. They must be sympathetic to and have had experience in the defence of academic freedom and tenure and they should be willing and available to dedicate considerable time between meetings to the work of the committee, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Two Vacancies. Members should have demonstrated experience in collective bargaining. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, One Vacancy. Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians. Members should

be willing and available to dedicate significant time between meetings to the work of the committee, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Two or Three Vacancies (dependent on whether an incumbent member of the committee is elected chair). Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time between meetings to the work of the committee, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, please send a letter indicating the committee and your background relevant to that committee to:

Johanne Schumacher
Executive Assistant to the Executive Director
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2

Deadline 1 February 2009

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, deux ou trois postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidats et candidates doivent avoir joué un rôle dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. Ils ou elles doivent être sympathiques à la défense de la liberté académique et de la permanence de l'emploi et avoir acquis de l'expérience dans ce domaine. Ils ou elles doivent être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment à la promotion de la liberté académique, en rédigeant des documents et en exerçant des activités connexes.

Comité de la négociation collective et des avantages économiques, deux postes. Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en exerçant des activités connexes.

Comité des bibliothécaires, un poste. Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits acadé-

ques et les conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, deux ou trois postes (selon qu'un membre siégeant au sein du comité est élu à la présidence). Les candidates doivent avoir une expérience considérable dans la représentation des intérêts des femmes. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en exerçant des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

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NEWS

Ontario Institute of Technology Joins CAUT



Membership — UOIT Faculty Association president Raymond Cox took his seat at CAUT Council last month following a unanimous 'yes' vote on the resolution to admit his association to the national organization.

FULL-TIME faculty represented by the University of Ontario Institute of Technology Faculty Association are the latest academics to join CAUT after a unanimous acceptance vote by CAUT Council in November.

UOITFA, which is voluntarily recognized by the university administration as the exclusive bargaining agent for full-time core tenured and tenure-track faculty, voted in May to become part of CAUT. UOITFA was formed July 31, 2007. There are 57 academics in the bargaining unit, with another 39 eligible for membership.

"We are delighted to welcome the UOIT faculty association as the 69th local member of CAUT," said CAUT president Penni Stewart. "It's

a relatively new association, but its objectives and constitutional provisions are consistent with those of other organizational members of CAUT."

UOIT, Ontario's first laptop-based university, opened in 2003 and has a student population of 5,500. It was recently named one of the top 50 research universities in the country by Research Infosource Inc., a Canadian provider of research intelligence for business and higher education.

Earlier this year, the Alberta Colleges and Institutes Faculties Association and the sessional faculty union at the University of Toronto (CUPE 3902 Unit 3) joined CAUT. ■

Le corps professoral de l'UOITFA joint les rangs de l'ACPPU

À SON assemblée de novembre, le Conseil de l'ACPPU a approuvé, par un vote unanime, l'adhésion des membres à temps plein du corps professoral représentés par l'association des professeurs et professeurs de l'Institut universitaire de technologie de l'Ontario (UOITFA).

Créée le 31 juillet 2007 et reconnue volontairement par l'administration de l'université comme agent négociateur exclusif des professeurs à plein temps titulaires d'un poste permanent ou menant à la permanence, l'UOITFA avait demandé d'adhérer à l'ACPPU en mai dernier. Cinquante-sept universitaires font actuellement partie de l'unité de négociation et 39 autres sont admissibles comme membres de l'unité.

« Nous sommes très heureux d'accueillir notre 69^e association membre », a dit la présidente de l'ACPPU, Penni Stewart. « Même si cette association est relativement nouvelle, ses objectifs et ses actes constitutifs sont tout à fait en phase avec ceux des autres membres de l'ACPPU. »

Raymond Cox (ci-haut), président de l'association des professeurs et professeurs de l'Institut universitaire de technologie de l'Ontario, a pris place au sein de la 65^e assemblée du Conseil de l'ACPPU en novembre, marquant le début de l'adhésion.

Fondé en 2003 et fort de 5 500 étudiants, l'Institut universitaire de technologie de l'Ontario est le premier établissement postsecondaire de la province où la formation est axée sur l'ordinateur portable. Il a récemment été classé parmi les 50 meilleures universités de recherche au pays par Research Infosource Inc., un chef de file canadien en matière de diffusion de renseignements sur la recherche dans les domaines des affaires et de l'éducation supérieure.

Deux autres associations — l'Alberta Colleges and Institutes Faculties Association et le syndicat des chargé(e)s de cours de l'Université de Toronto (SCFP 3902, unité 3) — ont aussi joint les rangs de l'ACPPU plus tôt cette année. ■

NEWS ACTUALITÉS

LETTERS

Proportion & distortion

In her reply (Letters, *Bulletin*, November 2008) Penni Stewart says that "although many young women start out in science and engineering, a disproportionate number drop out and switch fields, suggesting that the climate remains problematic." However, the national data for the 1996/1997-2005/2006 decade indicate the average proportion of women who received undergraduate engineering degrees was 20.3 per cent while they only represented 19.4 per cent of the total undergraduate engineering student enrolment.

Contrary to Stewart's assertion, women do not drop out of engineering in "disproportionate" numbers. The reality is that a larger proportion of female than male engineering students do complete their studies.

I do not dispute the fact that women are underrepresented in engineering and I acknowledge that engineering schools and the engineering profession in general must do a much better job at making engineering a more attractive and rewarding postsecondary education option for women. But I believe it is equally important to set the record straight about the academic performance of female engineering students.

In general, these women tend to do better than their male colleagues and this is why a larger proportion of them do graduate. During my more than six years as dean of engineering at two different Canadian universities, I have also been struck by the large representation of female engineering students in student organizations - three of the seven presidents of engineering student

societies whom I have worked with have been women - and by the fact that they also receive a large share of merit-based scholarships and awards.

It is unfortunate that comments such as those made by Stewart contribute to widening the gap between perception and reality when it comes to women in engineering.

Claude Lague
Dean of Engineering
University of Ottawa
Chair, National Council of Deans of Engineering & Applied Sciences

Thank you

The executive and membership of the Brandon University Faculty Association would like to express their sincere gratitude for the support we received during the recent job action. We cannot express how much it has meant to us.

We are grateful to CAUT and the faculty associations at our sister institutions who sent words of encouragement and financial support.

We thank everyone who joined us on the picket line: students, members of other area unions, members of the general public, and the "flying pickets" from our sister institutions from across the country. Your resolve served as an inspiration for us.

We would especially like to thank the students of Brandon University, whose support, we believe, was instrumental in achieving a fair and equitable agreement which will serve as the basis for a better and stronger university.

On behalf of the executive and all of the members of BUFA, thank you.

Bruce Forrest
President
Brandon University Faculty Association

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of AAUP's annual meeting.



Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to re-

frain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Academe citation" refers to AAUP's *Academe* volume in which a report about the institution appears. ■

AAUP List of Censured Administrations

INSTITUTION NAME	ACADEMIC CITATION	YEAR
Grove City College PENNSYLVANIA	March 1963(15-24)	1963
Frank Phillips College TEXAS	December 1968(433-38)	1969
Concordia Seminary MISSOURI	April 1975(49-59)	1975
Murray State University KENTUCKY	December 1975(322-28)	1976
State University of New York	August 1977(237-60)	1978
Phillips Community College of the University of Arkansas	May 1978(93-98)	1978
Nichols College MASSACHUSETTS	May 1980(207-12)	1980
Yeshiva University NEW YORK	August 1981(186-95)	1982
American International College MASSACHUSETTS	May-June 1983(42-46)	1983
Metropolitan Community Colleges MISSOURI	March-April 1984(23a-32a)	1984
Talladega College ALABAMA	May-June 1986(6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987(33-38)	1987
Husson College MAINE	May-June 1987(45-50)	1987
Hillsdale College MICHIGAN	May-June 1988(29-33)	1988
Southeastern Baptist Theological Seminary NORTH CAROLINA	May-June 1989(35-45)	1989
The Catholic University of America DISTRICT OF COLUMBIA	September-October 1989(27-40)	1990
Oean College MASSACHUSETTS	May-June 1991(27-32)	1992
Baltimore City Community College MARYLAND	May-June 1992(37-41)	1992
Loma Linda University CALIFORNIA	May-June 1992(42-49)	1992
Clarkson College NEBRASKA	May-June 1993(46-53)	1993
North Greenville College SOUTH CAROLINA	May-June 1993(54-64)	1993
Savannah College of Art and Design GEORGIA	May-June 1993(65-70)	1993
University of Bridgeport CONNECTICUT	November-December 1993(37-45)	1994
Benedict College SOUTH CAROLINA	May-June 1994(37-46)	1994
	January-February 2005(51-54)	2005
Bennington College VERMONT	March-April 1995(91-103)	1995
	January-February 1998(70-75)	1998
Alaska Pacific University	May-June 1995(32-39)	1995
St. Bonaventure University NEW YORK	July-August 1995(65-73)	1996
National Park Community College ARKANSAS	May-June 1996(41-46)	1996
Saint Meinrad School of Theology INDIANA	July-August 1996(51-60)	1997
Minneapolis College of Art and Design MINNESOTA	May-June 1997(53-58)	1997
Brigham Young University UTAH	September-October 1997(52-71)	1998
University of the District of Columbia	May-June 1998(46-55)	1998
Lawrence Technological University MICHIGAN	May-June 1998(56-62)	1998
Johnson and Wales RHODE ISLAND	May-June 1999(46-50)	1999
Albertus Magnus College CONNECTICUT	January-February 2000(54-63)	2000
Charleston Southern University SOUTH CAROLINA	January-February 2001(63-77)	2001
University of Dubuque IOWA	September-October 2001(62-73)	2002
Virginia State University	May-June 2005(47-62)	2005
University of the Cumberlands KENTUCKY	March-April 2005(99-113)	2005
Meharry Medical College TENNESSEE	November-December 2004(56-78)	2005
Our Lady of Holy Cross College LOUISIANA	January-February 2007(60-68)	2007
Bastyr University WASHINGTON	March-April 2007(106-120)	2007
University of New Orleans LOUISIANA	May-June 2007(74-80)	2007
Loyola University New Orleans LOUISIANA	May-June 2007(88-100)	2007
Tulane University LOUISIANA	May-June 2007(101-108)	2007
University of New Haven CONNECTICUT	May-June 2008(44-56)	2008

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The book concludes with a discussion about why preserving academic integrity — despite the clamorous voices of the forces threatening it — is so vital to public interest.

Contributors include:

Brian Alters	Brenda Gallie	Kevin Mattson
Gary Bauslaugh	Donald Gutstein	Arthur Schafer
Mary Burgan	Marcus Harvey	Blair Stonechild
Joanna Cohen	David Healy	Jon Thompson
Rosemary Deem	Michael Higgins	Pat Walden
Shadia Drury	Sheldon Krinsky	

Edited by JAMES L. TURK

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NEWS ACTUALITÉS

IN MEMORIAM

Charles Bigelow

CHARLES Cross Bigelow, CAUT's president in 1972-1973 and Dean Emeritus of the University of Manitoba, died Nov. 25. He was 80.

Dr. Bigelow's contributions to CAUT and CAUT's collective bargaining initiatives spanned more than 40 years and involved academic staff associations throughout Canada. He was professor of biochemistry, and, later, environmental science, at the University of Alberta, the University of Western Ontario, Memorial University of Newfoundland, Saint Mary's University and the University of Manitoba. He spent 18 years at Manitoba, serving as dean of science for nine of those years.

Dr. Bigelow was politically involved both within and outside the university community. In the late 1960s and 1970s, he served as a member of the executive of several local academic staff associations, as well as serving as chair of the Ontario Confederation of University Faculty Associations and president of CAUT. He was secretary of the Newfoundland New Democratic Party from 1974 to 1976, president of the Nova Scotia NDP in 1978-1979 and president of the Manitoba NDP from 1982 to 1984.

In 1998, CAUT honored Dr. Bigelow with the first Donald C.



Charles Bigelow passed away Nov. 25 at age 80.

Savage Award for outstanding achievements in promoting collective bargaining and economic benefits in Canadian universities.

"Dr. Bigelow provided decades of service to the principles of fairness, openness and collegiality in Canadian academe and to collective bargaining as the means to protect and to promote those values," said James Turk, executive director of CAUT. "He remains an inspiration to us all."

CAUT Council held a moment of silence Nov. 28 to pay tribute to Dr. Bigelow. ■

Décès de Charles Bigelow

CHARLES Cross Bigelow, président de l'ACPPU en 1972-1973 et doyen émérite de l'Université du Manitoba, est décédé le 25 novembre à l'âge de 80 ans.

L'apport considérable de M. Bigelow à l'ACPPU et à ses initiatives en matière de négociation collective s'étend sur quatre décennies, touchant des associations de personnel académique de tout le Canada. Il a été professeur de biochimie et, par la suite, de sciences environnementales aux universités de l'Alberta, de Western Ontario, Memorial de Terre-Neuve, Saint Mary's et du Manitoba. Il a passé 18 ans à l'Université du Manitoba où il a été doyen de la faculté des sciences pendant neuf ans.

M. Bigelow s'est fermement engagé sur le plan politique tant au sein qu'à l'extérieur de la communauté universitaire. Vers la fin des années 1960 et dans les années 1970, il a été membre de l'exécutif de plusieurs associations locales de personnel académique, il a présidé l'Union des associations des professeurs des universités de l'Ontario et il a assumé la présidence

de l'ACPPU. Il a été secrétaire du Nouveau parti démocratique de Terre-Neuve de 1974 à 1976, président du NPJ de la Nouvelle-Écosse en 1978-1979 et président du NPJ du Manitoba de 1982 à 1984.

En 1998, l'ACPPU lui a décerné le premier prix Donald-C. Savage en reconnaissance de son apport exceptionnel à la promotion de la négociation collective et des avantages économiques dans les universités canadiennes.

« Le professeur Bigelow s'est consacré pendant des décennies à la défense des principes d'équité, de transparence et de collegialité qui prévalent dans le milieu universitaire canadien et à la défense de la négociation collective reconnue comme le moyen de protéger et de promouvoir ces valeurs », a souligné le directeur général de l'ACPPU, James Turk. « Il demeurera une inspiration pour nous tous. »

Le Conseil de l'ACPPU lui a rendu hommage à son assemblée du 28 novembre en observant un moment de silence. ■

UofA Students, Faculty Protest Human Rights Office Closure

HUNDREDS of faculty and students at the University of Alberta have signed letters protesting the administration's unilateral decision to shut down the Office of Human Rights.

They want to know why the office, which for 18 years offered confidential advice and support for students, faculty and staff seeking guidance about discrimination, harassment and equity issues, was closed and why the university community wasn't consulted on what the administration has dubbed a "reorganization" process.

Piet Defraeye, chair of the Association of Academic Staff of the University of Alberta's equity committee, said he was shocked to learn about the closure.

"The OHR took a very proactive approach to sensitizing the university community about human rights issues by offering workshops in classes and liaising with departments," he said. "Their work was vital and essential to the university community."

OHR staff were given their pink slips on Oct. 27. UofA vice-president of finance and administration Phyllis Clark said in an internal memo Oct. 30 that the duties and responsibilities of the human rights office would be reorganized into "an expanded office together with Internal Audit." A second memo released by her office a week later stated that the newly-expanded unit had been tentatively named "Safe Disclosure and Internal Audit."

More than 100 academic staff at the Edmonton campus wrote to Clark on Nov. 12, asking for more disclosure on the university's restructuring exercise. They also asked why the name of an office designated for human rights and equity services didn't include anything about human rights or equity.

"The timing couldn't have been worse with the 60th anniversary of

the Universal Declaration of Human Rights this month and next year's 25th anniversary of the Abella Commission on employment equity," said Malinda Smith, a professor of political science at the UofA and a member of the group which spearheaded the letter.

"You don't demonstrate a commitment to human rights and employment equity by shutting down the Office of Human Rights and creating a vacuum with no specified procedures or policies for dealing with racism, homophobia, sexual harassment and other human rights and equity issues."

She says there are also a number of important accountability issues that need to be considered. The new unit reports to the board of governors, unlike the OHR, which was accountable to the wider university community.

"This top-down approach is inconsistent with the university's expressed commitment to collegial governance," Smith said.

"What we need now is for the administration to step back and develop a task force that can identify best practices for moving forward."

UofA students have set up a Facebook.com page to gather signatures for an open letter which they plan to deliver to the administration this month. The group already has hundreds of members.

Their letter protests the lack of any proper interim procedures, structures or organizational body that can advocate for student concerns about discrimination or harassment.

They also want to know the rationale for why the OHR was closed, who initiated the decision, why there wasn't a broader university consultation and how the new entity will improve on any perceived problems with the OHR.

Academic staff association president Jeremy Richards says his group also want answers to these

questions.

"We will be calling for clarity on these developments and involvement in the planning of any new process," he said. "We want to see a campus-wide discussion on equity and human rights issues that would help inform the new process."

Clark says the reorganization will improve services and that protests by faculty and students are the result of a misunderstanding. But she declined to comment on whether consulting with the wider university community before the closure might have helped avert the controversy.

She says the administration did consult with some people before the closure, but couldn't say who. And she admits that they didn't consult more broadly because "it's really difficult to consult... when people's jobs are going to be affected."

The administration has since responded to concerns about the name of the new office, changing it to Safe Disclosure and Human Rights, "so people would know where to go," says Clark.

As for broader consultation, Clark said they were considering a consultative mechanism for the university's employment equity policy, which may also lead a discussion on other issues.

In response to the faculty letter, the administration has offered to meet with different constituents, but people like Defraeye say that's the wrong approach.

"Rather than that fragmented approach — and fragmentation is certainly the way human rights seem to be addressed now at the university — we want a broader and much more consultative approach, starting with a town-hall-like meeting, then with the striking of a committee or task force to discuss next steps," he said. ■

La recherche fondamentale mise en danger

→ Suite de la PAGE A3

et sciences de la vie connexes, ainsi que technologies de l'information et des communications. Les organismes subventionnaires doivent également faire face à des demandes accrues sur le plan de la responsabilisation et sont tenus de rendre davantage de comptes, de conclure plus de partenariats public-privé et de travailler de plus près avec les secteurs communautaire et des affaires.

L'intégration du milieu universitaire et du monde des affaires se fait rapidement. En 1996, le conseil

d'administration du CRSH, qui se composait de 22 membres, comprenait onze universitaires, trois administrateurs d'université, un étudiant, une personne issue du secteur privé, deux représentants du CRSH et quatre dirigeants d'ONG. En 2001, il comptait dix membres du corps universitaire, cinq administrateurs, quatre cadres d'entreprise, deux représentants du CRSH et un dirigeant d'ONG. En 2008, il a été réduit à 19 membres, dont trois seulement sont des universitaires, sept sont des administrateurs d'université, sept dirigent des entreprises,

un représente le CRSH et un seul est membre d'un ONG.

Le renforcement par le gouvernement conservateur des programmes de recherche et développement des entreprises et de l'État représente un parti pris en faveur du capital. Mais ce qui est plus grave, c'est qu'il favorise les besoins fondamentalement opportunistes et à court terme des entreprises et du gouvernement au détriment de ceux à long terme de la science, des arts, des sciences humaines et de la société elle-même. ■

L'Université d'Acadia exposée à une sanction de blâme

L'ACPPU pourrait imposer un blâme à l'Université Acadia en avril prochain si la direction et le conseil d'administration de cet établissement ne consentent pas à rétablir dans son poste le professeur d'informatique Colin Wightman.

Les délégués à l'assemblée du Conseil de l'ACPPU tenue le 29 novembre ont adopté une motion

demandant de notifier l'université qu'une sanction de blâme lui sera imposée lors de la prochaine assemblée du Conseil si la situation de M. Wightman n'est pas redressée de façon acceptable.

Dans son rapport déposé en juin 2008, le comité de l'ACPPU chargé d'enquêter sur cette affaire a conclu que l'université avait eu tort de

congédier M. Wightman, professeur titulaire permanent, directeur de l'école de sciences informatiques Jodrey à Acadia et doyen par intérim de la faculté des sciences.

Le comité a recommandé que l'ACPPU envisage d'imposer un blâme à l'Université Acadia si l'administration de cet établissement ne restituait pas son poste au professeur

Wightman et ne le dédommageait pas de ses pertes financières.

Malgré les demandes répétées de l'ACPPU, les dirigeants d'Acadia ont refusé de discuter des recommandations du comité.

« Le blâme est la sanction la plus grave que nous pouvons infliger, et nous ne le prenons pas à la légère », a dit le directeur général de

l'ACPPU, James Turk. « Toutefois, dans le présent cas, les mesures prises par l'administration de l'université témoignent d'un manque flagrant à la procédure régulière et constituent une attaque inacceptable contre le professeur Wightman. » ■

English on page A4.

NSCAD Union Votes 97% for Strike

Walkout could begin this month

NOVA Scotia College of Art and Design technical and educational resource personnel could walk off the job later this month, after 97 per cent of the union's membership voted in a strike referendum ballot Dec. 2. NSCAD faculty union pres-

ident Jane Milton said negotiations for the 33-member bargaining unit are continuing, but the parties remain far apart on salaries, health and safety issues and the status of recurrent sessionals who are denied benefits because they are laid off for three months every year. The unit's previous contract was a three-year deal that expired June 30, 2007. ■

Le programme des CRC continue de faire obstacle à l'équité

L'ORGANISME responsable du Programme des chaires de recherche du Canada (CRC) a convenu aux modalités de l'entente conclue par voie de médiation qui était censée corriger la sous-représentation des groupes aspirant à l'équité dans les candidatures aux chaires de recherche.

En 2004, huit professeurs de diverses universités au Canada, avec le soutien de l'ACPPU, ont déposé une plainte collective auprès de la Commission canadienne des droits de la personne en invoquant des allégations de discrimination dans les modalités d'attribution des chaires, l'accès au programme, le processus de mise en candidature et les résultats.

L'entente de règlement intervenue en 2006 exigeait que soit élaborée une méthode devant permettre au programme de lever les iniquités qui existent dans l'octroi des chaires. Les plaignants espéraient également que leurs démarches contribueraient à attirer l'attention sur les pratiques discriminatoires dans la mise en oeuvre des autres programmes de subventions.

L'entente prévoyait d'autre part l'embauche, par le secrétariat des CRC, d'une société d'experts-conseils qui serait chargée de concevoir une méthode prospective assortie d'objectifs concrets.

« Il était crucial que le cabinet choisi possède des compétences et de l'expérience dans les domaines de l'équité d'emploi et des droits de la personne », a souligné la présidente de l'ACPPU, Penni Stewart. « Au lieu de cela, le secrétariat des CRC a retenu les services d'un cabinet semblant dépourvu d'une telle expertise, et ce, sans consulter convenablement les plaignantes. »

Le cabinet a livré la méthode en novembre 2007, laquelle a suscité

de sérieuses préoccupations chez les plaignants. Mais le secrétariat des CRC, passant outre aux objections soulevées, a annoncé le mois dernier que la méthode avait été communiquée dans sa forme « définitive » aux universités.

« Nous voilà donc aux prises avec une méthode déficiente qui, avant même de commencer à enrayer la discrimination systémique dans le programme, ne fera que la perpétuer. Ce qui est carrément contraire à l'esprit de l'entente de règlement », se désole Mme Stewart.

« Plus grave encore, le secrétariat des CRC affirme avoir consulté les plaignants comme il se doit. Ce qui n'est pas du tout le cas. »

L'ACPPU a déposé une plainte officielle auprès du secrétariat et d'Industrie Canada pour leur faire savoir qu'ils avaient violé l'entente et les appeler à apporter les changements qui s'imposent. Entre-temps, l'association a chargé des experts-conseils de procéder à une évaluation critique détaillée de la méthode utilisée dans le cadre du programme et de proposer une solution de rechange.

« Nous prendrons contact avec les universités où travaillent des titulaires de chaires de recherche afin de leur demander d'aider leurs associations de personnel académique à trouver des moyens de lutter contre la discrimination dans l'attribution des chaires, et nous appuierons les associations locales qui voudront aborder la question avec leurs employeurs », a mentionné M^{me} Stewart. ■

Article connexe : *Bulletin de l'ACPPU*, avril 2008, « Programme des chaires de recherche – Un règlement au point mort ».

English on page A7.

CAUT Votes to Censure First Nations University

→ From PAGE A1

senior administrators, seized the university's central computers and copied the hard drive which held all faculty and student records, and ordered administrative staff out of their offices.

Facing protest from academic staff, university elders, the University of Regina Faculty Association and CAUT, the federation appointed an all-chiefs task force, which released a report in November 2005 recommending a smaller, depoliticized board — one that would respect and incorporate First Nations culture

and governance traditions, ensure governance effectiveness and efficiency, incorporate high-quality governance standards, enable the linkage with and participation of the university's ownership and improve accountability.

« Regrettably, the key governance recommendations the task force laid out were never implemented », Turk said. « Meanwhile, the problems continued. »

Ongoing governance issues since the upheaval in 2005 have resulted in the dismissal or resignation of the president, two vice-presidents, deans of two campuses, more than

one-third of the academic staff and approximately half of the administrative, professional and technical staff.

The university has also seen a significant drop in enrolment and in research and special project revenue, adding to an already acute financial situation.

Turk said the task force report is a basis to find a resolution of the difficulties and allow censure to be lifted.

FSIN's vice-chief for education, Lyle Whitefish, had asked to meet with CAUT this month, but then cancelled the meeting. ■

CALL FOR NOMINATIONS | APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Nominations of members of equity-seeking groups are encouraged. Elections will take place at the CAUT Council meeting in Ottawa in April 2009.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in academic staff association affairs at the local level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Academic Freedom and Tenure Committee. Responsible for chairing the AF&T Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of AF&T should have considerable experience in dealing with academic freedom issues and shall normally have served at least one year on the committee.

Chair, Women's Committee. Responsible for chairing the Women's Committee and undertaking other

duties as decided by the officers and the executive committee. A nominee for the position of chair of the Women's Committee should have considerable experience representing the interests of women, have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of committee chairs is two years.

Nomination Procedure

Nominations should be sent to:
Gordon Shrimpton
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2705 Queensview Drive
Ottawa Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include:

- (1) a letter of nomination;
- (2) a brief statement of why the nominator feels the nominee is qualified to serve;
- (3) the agreement of the nominee to serve if elected; and
- (4) a completed copy of the standard information form available at www.caut.ca.

Information Deadline 1 March 2009

Information on release time is available at www.caut.ca/pages.asp?page=312&lang=1

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les candidatures des membres du personnel académique qui font partie des groupes recherchant l'équité sont invitées. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2009.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidates et candidats à la présidence doivent avoir une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

La vice-présidence. La personne élue aide la présidence et le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la liberté académique et de la permanence de l'emploi. La ou le titulaire doit présider le CLAPE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable dans le domaine de la liberté académique et doivent normalement avoir siégé depuis au moins un an au sein du comité.

La présidence du Comité des femmes. La ou le titulaire doit présider le Comité des femmes et

entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates et candidats à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques et doivent normalement avoir siégé depuis au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence des comités est de deux ans.

Méthode de mise en candidature

Prière d'adresser les candidatures à :
M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeurs et professeurs d'université
2705, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télé. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- (1) une lettre de mise en candidature;
- (2) une brève déclaration expliquant pourquoi la personne qui présente la candidature ou le candidat estime qu'il ou elle possède les qualités voulues;
- (3) l'accord de la candidate ou du candidat de siéger au sein du comité advenant son élection;
- (4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à l'adresse www.acppu.ca.

La date limite 1^{er} mars 2009

Les renseignements au sujet du dégroupement se trouvent à l'adresse : www.acppu.ca/pages.asp?page=312&lang=2

Make Protecting Academic Freedom part of your legacy.

The Harry Crowe Foundation asks you to consider making a bequest to the foundation to help defend academic freedom and scholarship in Canada.

For more information on gifts or planned giving to the Harry Crowe Foundation, please contact James Turk at:
Telephone: 613-820-2270
Email: hcf@crowefoundation.ca
www.crowefoundation.ca

Harry Crowe
FOUNDATION



Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



CARRIÈRES

A

ACCOUNTING – University of Waterloo. The University of Waterloo invites applications for tenure or tenure-track positions in Accounting, for appointments beginning 2009. Rank and field are open. We especially welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenure-track position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning facility includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our research programs and undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: <http://sai.uwaterloo.ca/>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, electronically if possible, three referees should send letters directly to: The Director, c/o Heidi Campbell, heidc@uwaterloo.ca. Review of applications will continue until the positions are filled.

ACCOUNTING – Saint Mary's University. The Department of Accounting in St. Mary's School of Business at Saint Mary's University invites applications for a tenure track position at the Assistant Professor level. The appointment will commence July 1, 2009. A tenure-track appointment requires strong teaching and research credentials, with an earned doctorate in history or accounting completion at the time of appointment. A professional accounting designation is also highly desirable. Candidates with substantially equivalent qualifications and experience may also be considered. Our greatest need is in upper level financial accounting courses. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Soboy School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrollment of 2,000 students pursuing undergraduate, masters, and doctoral degrees, it is the largest business programs in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an excellent research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation in 2003. Halifax is a cosmopolitan city of over 350,000, and is widely regarded as a centre of education, innovation, health care, government and distribution. The city offers numerous amenities for an exceptionally good quality of life. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A very wide range of courses in Financial and Managerial Accounting, Auditing, Management and Accounting Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The department graduates well over 400 accounting majors each year and enjoys close cooperation with several prominent professional accounting associations. Although we seek candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should submit a letter of application, curriculum vitae and the names and full contact information of three referees to: Dr. Bruce Anderson, Chair, Department of Accounting, Soboy School of Business, Saint Mary's University, Halifax, NS, B3H 3C3, Fax: (902) 420-5011, or by e-mail to cathy.golden@smu.ca. More information about the University may be found at www.smu.ca. The closing date for applications is January 15, 2009, or when the position is filled.

ART HISTORY – Carleton University. Carleton University's Art History program invites applications for a one-year term position at the rank of Assistant Professor beginning July 1, 2009. Applicants should have research and teaching experience in Asian Art History. Teaching responsibilities include an undergraduate pain Asian survey, advanced undergraduate courses in area of specialization, and an MA/undergraduate seminar on a more theoretically defined area such as Other Modernisms, Politics of Display, Transnationalism, Copying, Monumentality, War and Art, etc. Candidates with a PhD in art history, teaching experience, and a strong publication

record will be given preference. Situated in Canada's capital, Carleton University is one of Canada's best comprehensive universities, and has excellent access to art history resources through the National Gallery of Canada. The MA, entitled Art and its Institutions, is a highly respected program with a thesis requirement that trains students for both museum and academy. Complete applications, including a curriculum vitae, a writing sample and teaching dossier should be sent to Dr. Bryan Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Applicants should also arrange for three letters of reference to be sent separately. Initial screening of applications will begin in mid-December 2008 and continue until the position is filled. Carleton University is strongly committed to fostering diversity within

its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

B

BIOLOGY – University of Western Ontario. Applications are invited for a 3-year Limited Term position in Biology commencing July 1, 2009. As a minimum, the preferred applicant will have a PhD in Biology or a related

field, and appropriate training in University level teaching. The successful applicant will be expected to contribute to the department's commitment to excellence in teaching and provide evidence of his/her ability to teach at the undergraduate level. The successful candidate will be responsible for participating in the teaching of courses in cell and developmental biology as well as general biology. Applications, including a curriculum vitae and names and addresses of three referees whom we may contact, should be submitted to: Dr. M. Brook Fenton, Acting Chair, Department of Biology, The University of Western Ontario, London, Ontario, N6A 5B7. Applications for this position will be accepted until January 31, 2009 or until a suitable candidate is found. Positions are subject to budget approval. Applicants should have fluent written and oral

communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

BIOLOGY – University of British Columbia. The Departments of Botany and Zoology at the University of British Columbia (Vancouver, Canada) are seeking candidates to fill at least four tenure-track instructor positions to teach in the Biology Undergraduate Program. At least two positions will be in cellular and molecular biology, with the remaining positions open to biologists in any area. Candidates must hold a PhD in Biology, have a broadly integrative perspective on the bio-

Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-près. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. On façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
September 2008 septembre	August 06 août 2008	August 28 août 2008
October 2008 octobre	September 03 septembre 2008	September 25 septembre 2008
November 2008 novembre	October 01 octobre 2008	October 30 octobre 2008
December 2008 décembre	November 05 novembre 2008	November 27 novembre 2008
January 2009 janvier	December 03 décembre 2008	December 25 décembre 2008
February 2009 février	January 07 janvier 2009	January 29 janvier 2009
March 2009 mars	February 04 février 2009	February 26 février 2009
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Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except where the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution that intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT Policy Statement on Academic Freedom* (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP 500-1012 14th St N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons. L'éditorial des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le Comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association américaine d'universitaires enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements post-secondaires d'autres universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5900, ou de visiter www.aaup.org.

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CAREERS CARRIÈRES

logical sciences, and be committed to the improvement of biology undergraduate teaching. Postdoctoral teaching and research experience is preferred. Successful candidates will demonstrate 1) evidence of outstanding teaching, and 2) the ability to contribute to ongoing curriculum and course development. Duties of the positions vary, but may include lecturing in introductory and advanced courses, teaching and administration of a large third-year undergraduate laboratory course in the area of population genetics, and the training and supervision of graduate student teaching assistants. These

are also opportunities to work in collaboration with the Carl Weisman Science Education Initiative (www.ewslab.ca). Interest ed candidates should submit a letter of application, a curriculum vitae, a statement of teaching philosophy, an outline of teaching interests, evidence of teaching effectiveness, and the names and contact information for at least three individuals who would be willing to provide letters of references to jobs@biology.utoronto.ca. Candidates are particularly encouraged to highlight previous experience in listening to the education of students from diverse backgrounds. Review of applications will begin January 15, 2009 and

continue until the positions are filled, with appointments anticipated to begin by July 1, 2009. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

C

CHAIR, FOREST BIOPROCESSING – University of Western Ontario, in partnership with FPInnovations (<http://www.fpinovations.ca/>), the Department of Chemical and Biochemical Engineering, is seeking outstanding individuals to put forward as candidates for two NSERC-Industrial Research Chairs or IRCs (one Senior Industrial Chair, one Associate Industrial Chair). Appointment is contingent upon successful award of the NSERC IRC (http://www.nserc.ca/professors_e.asp?nav=profinfo&lang=1). These are full-time faculty appointments. The Senior Industrial Chair will be a tenured appointment at the rank of Professor. The Associate Industrial Chair will be a probationary (tenure track) appointment at the rank of Assistant or Associate Professor, dependent upon qualifications. Positions will be through the Department of Chemical and Biochemical Engineering, with affiliate membership in the Institute for Chemicals and Fuels from Ater-

native Resources (<http://www.ang.uwo.ca/ica/>). In collaboration with FPInnovations and ICAR, the Chair holders will build a world-class program to deliver new product pathways for forest industry installations. The Chair holders will straddle two fields: chemicals (and to a lesser degree, fuels), and the forestry sector. The Chair's areas of interest will include identifying pathways to specialty and commodity chemicals from pulp mill streams, whether lignin, hemicellulose or residual streams such as bark, sawdust, sludges and other sawmill streams. While the primary focus will be on forestry streams, the treatment of other residual streams such as municipal or agricultural residues will be of interest where these streams can be treated in parallel with forestry residues. The processes of interest will include separations and chemical processes, and/or thermo-chemical processes such as pyrolysis or gasification. Integration of novel applications and products into existing forestry infrastructure is key, and will be supported by researchers at FPInnovations. Ideally, each of the successful candidates will be an expert in one of the two industries involved, but will have a desire to build on existing links to the other sector, and may already have some knowledge of the other sector. This candidates from the forestry sector are welcome to apply, given the strong support available from FPInnovations staff in this area, preference may be given to candidates with

a background in other areas such as catalysis, biomaterials production, and processing of natural resources. For more details feel free to contact Dr. Berruti, Director (General) of ICAR at Berruti@ang.uwo.ca or visit the ICAR web site <http://www.ang.uwo.ca/ica/>. FPInnovations is the world's largest privately held forestry research organization. A key activity is technology transfer of research results into real world situations. Support for university work, and the accelerated transfer of university results to industrial reality are common themes of the FPInnovations mandate. The Department of Chemical and Biochemical Engineering is one of four departments in Western Engineering (<http://www.eng.uwo.ca/>). The Department offers a fully accredited undergraduate program (Chemical Engineering) and is presently developing a new undergraduate program in Green Process Engineering. The Department is mid-sized, currently with a planned full-time faculty complement of roughly 25. The Department embraces interdisciplinary opportunities, and has strong connections with the Faculty of Science, the Schulich School of Medicine & Dentistry and Ivey Business School. Graduate education is likewise a priority in this research-intensive Department, offering excellent students opportunities at the MESC, PhD, and MEng levels. Having received \$5 million dollars from the Ontario Govern-

ment, The Institute for Chemicals and Fuels from Alternative Resources (ICAR) (<http://www.eng.uwo.ca/ica/>) is being established at The University of Western Ontario. Environmental Research Centre (ERC) including work in alternate energy and biomass conversion to biooil, has been identified as a signature area of strategic research importance. In Western (http://www.uwo.ca/research/docs/AFRR/StraategyPlan2008_Final.pdf). ICAR's main research facility located only a few minutes from the main campus, housing teams led by internationally recognized experts, conducting world-class, innovative research. Close collaboration with Western's Research Park including the Sarnia Biotechnological Innovation Centre will facilitate ICAR mandate for industry collaborations. Applications are invited from interested and qualified individuals. We seek candidates who will have complementary experience, anticipating one IRC will have a background in the processing of forestry materials and the other in chemistry of chemical engineering, with significant experience in industrial reaction and reactor engineering relevant to the research objectives described above. Experience in biomass polymer synthesis and the processing of renewable resources will be considered favourable. Candidates for the Senior Industrial Associate Industrial Chair, be close to completion. Commitment to an eligibility for registration in the profession of engineering is preferred for these appointments. The successful candidates will be expected to execute a vigorous and internationally competitive research program involving technology transfer opportunities, to supervise graduate and undergraduate student research, and to participate in teaching at the graduate and undergraduate levels. Undergraduate teaching will be primarily in support of the new Green Engineering program. Candidates should submit a curriculum vitae, a research plan outlining specific interests and how they fit in the research themes listed above, a teaching philosophy statement for at least three letters of reference to be sent to: Dr. S. Roshani, Chair, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario, Canada, N6A 5B9. We also welcome e-mail inquiries and submissions at icahiring@uwo.ca. Application deadline is February 30, 2009 on until positions are filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ALBERTA COLLEGE OF ART + DESIGN



FACULTY POSITIONS

The Alberta College of Art + Design is one of only four publicly funded Canadian post secondary institutions devoted exclusively to the advanced education of visual artists and designers. The college has recently entered into a vital new phase in its development and embraced a new mandate and vision that endorse a model of the institution as a laboratory for experimentation and as a catalyst for cultural development and creative inquiry into the arts and emergent cultural fields.

The college welcomes applications for the following full time permanent faculty positions commencing in the fall semester 2009:

Permanent Instructor: Design Theory + History (COMPETITION 0809-OC-FP-15)
The Liberal Studies area of study is seeking an individual with a specialization in design theory and history and a strong base in visual arts history. The successful candidate will have a demonstrated commitment to teaching and learning excellence and to working within an interdisciplinary and collaborative environment with faculty from studio-based programs. Excellence in presenting complex theoretical concepts in a manner that is sensitive to the needs of undergraduate studio artists and designers is key to success, and responsibilities will include engaging and motivating a wide range of students across the College end ensuring that program and course curricula are current, relevant and effective. **Deadline for Applications: January 15, 2009.**

Permanent Instructor: Drawing (COMPETITION 0809-ND-FP-23)
The Alberta College of Art + Design seeks an individual with a broad and thorough knowledge of aspects of the contemporary world of drawing and the conceptual and theoretical understanding of drawing and other media. As well, the successful candidate will have the desire and demonstrated ability to undertake the necessary administrative functions related to the operation of the program area. **Deadline for Applications: February 28, 2009.**

Permanent Instructor: First Year Studies-Design (COMPETITION 0809-OC-FP-17)
The First Year Studies (FYS) program is seeking one (1) full time permanent instructor with a focus in visual communications-design and a commitment to excellence in teaching and learning through working with first year students from a wide range of fine art backgrounds as well as those with a design focus. The successful candidate will contribute to the development end integration of visual communications design within a first year studies curriculum that provides an immersive introduction to the world of visual culture in an environment of critical inquiry and creative thinking. **Deadline for Applications: February 28, 2009.**

Permanent Instructor: Graphic Design (COMPETITION 0809-OC-FP-19)
The Visual Communications Design program is seeking a graphic design instructor who demonstrates a passion for creativity and innovation and a deep and continuing commitment to teaching and learning excellence. A multi-disciplined designer end educator with a solid understanding of design fundamentals and an in depth knowledge of current design issues, this individual will encourage innovation end process development while teaching practical concepts of the design industry as a constant element. **Deadline for Applications: January 30, 2009.**

Permanent Instructor: Illustration (COMPETITION 0809-OC-FP-20)
The Visual Communications Design program is seeking an illustration instructor with a substantial knowledge of a broad range of applications in illustration. This individual must have a mastery of all aspects of representational drawing, a solid understanding of the history of illustration, and a deep commitment to learning excellence. Innovation end process development, innovative teaching and learning strategies, and in depth experience with curriculum development at a post-secondary level are important attributes for the successful candidate. **Deadline for Applications: February 23, 2009.**

Permanent Instructor: Photography (COMPETITION 0809-OC-FP-16)
The Alberta College of Art + Design seeks a full time instructor who demonstrates excellence within a contemporary photography practice. This individual must possess expertise with contextual issues and theoretical aspects of photography end design, as well as the ability to excel equally at making complex concepts fully comprehensible to first year students end engaging upper level students in meaningful end relevant dialogue. **Deadline for Applications: February 23, 2009.**

For detailed information regarding specific qualifications and application requirements, please visit our complete career postings at www.acad.abca.ca/careers.html.

For further information about the college, Calgary, Alberta end these positions please visit our web site at www.acad.ca. The Alberta College of Art + Design is an equal opportunity employer end welcomes expressions of interest from all qualified candidates, for consideration for this or other suitable vacancies. While we thank all candidates in advance for their interest please note that only applicants selected for an interview will be contacted. In situations with several qualified candidates, preference will normally be given to Canadian citizens end permanent residents. Submitted materials will only be returned if accompanied by appropriate self-addressed envelope containing a sufficient Canadian postage or prepaid courier shipping forms.

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/ New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841.

Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrollment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowl-



QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

edge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca.

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Gooles Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

and is a member of the Atlantic Regional Magnetic Resonance Centre. We are an emerging department and currently have four NSERC funded researchers. We offer CSC accredited BSc honours programs in major and double major honours. Further information is available at our website, www.chem.mcgill.ca/chemistry. Applicants must have a PhD in organic chemistry. Relevant work and teaching experience is desirable. The successful applicant will be expected to establish vigorous externally funded research programs and teach at the undergraduate level. Applicants are expected to demonstrate potential and commitment with regard to undergraduate teaching and curriculum development, research/creative/scholarly activities and service to the University community, and to the profession. The key position of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (Chem0811), a complete dossier including curriculum vitae, copy of academic transcripts, a statement of teaching philosophy, evidence of teaching effectiveness, a research proposal in NSERC 101 format and three current letters of reference identifying the CBU to the Human Resources Department, Cape Breton University, PO Box 5300, 12250 Grand Lake Road, Sydney, NS, Canada B1P 6L2. Email: humanresources@ns.ahlanzinc.ca. Website: www.cbuc.ca. Applications must be received by 4:00 p.m. January 20, 2009. Email inquiries will receive a return email confirming receipt. Cape Breton University is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CHEMISTRY – University of Winnipeg
The Department of Chemistry at the University of Winnipeg invites applications from outstanding candidates for a tenure-track position in any area of chemistry, particularly applicants with a specialization in Physical Chemistry or Materials Chemistry. Candidates should have a PhD degree and two to three years of postdoctoral research experience (preferred), proven research ability, and a strong commitment to teaching. Appointment is anticipated to begin in 2009. Assistant Professor, but applications from well-established faculty may be considered for higher rank. The successful candidate is expected to develop a strong, externally funded program of research in their field of expertise, and to contribute to teaching at the undergraduate level. The University of Winnipeg (www.uwinnipeg.ca) is committed to excellence in research and undergraduate teaching. New interdisciplinary graduate programs are commencing with the 2008-09 academic year with others currently in development. Excellent opportunities are also available for collaboration with researchers at other Winnipeg-based institutions, such as the University of Manitoba, Freshwater Institute, and National Research Council Institute for Bioproducts, and for supervision of graduate students and postdoctoral fellows. The Department is eagerly anticipating the move to its new facilities due to be completed in 2010. For further information and research interests, please see the Department's website at <http://chemistry.uwinnipeg.ca>. The appointment committee will begin consideration of applications on January 15, 2009, but will accept applications until the position is filled. Subject to budgetary approval, these positions will commence on July 1, 2009. Applicants should send a curriculum vitae, a research proposal, a statement of teaching interests and philosophy, and the names, addresses and telephone numbers of three references to: E. Segrino, Acting Chair, Department of Chemistry, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9. The University of Winnipeg is committed to employment equity, welcomes diversity in the work place and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, advertisement is initially directed to Canadian citizens and permanent residents.

CHEMISTRY – Wilfrid Laurier University
The Department of Chemistry invites applications for a tenure-track appointment supporting biochemistry research in Health Sciences at the Assistant Professor level beginning July 1, 2009, subject to budgetary approval. Applicants must have completed their PhD degree, and preferably have a postdoctoral research and may have some teaching experience. The successful candidate is required to teach and supervise in senior Biochemistry courses in the Department of Chemistry and the new Health Sciences Program in the Faculty of Science, and to supervise undergraduate and graduate students. The candidate will play a leadership role in continuing development of the Health Sciences Program. The successful candidate should have excellent potential in both teaching and research and will be expected to attract external funding and develop an active research program. Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, a research proposal, and contact information (address, telephone, and email) for at least three references to: Dr. Dmitri Goussau, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. Email: dgoussau@uwaterloo.ca. Applications will be accepted until December 31, 2008. Applicants can learn more about the Department of Chemistry at Laurier at www.uwaterloo.ca/science/chemistry. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. Wilfrid Laurier University is committed to equality and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment equity must identify, in a cover letter, to the Dean of the Faculty of Science, Dr. Deborah MacLachy. Only those applicants selected for an interview will be contacted.

CIVIL & ENVIRONMENTAL ENGINEERING – Carleton University
The Department of Civil and Environmental Engineering at Carleton University invites applications for a term position at the Assistant or Associate Professor level in the area of Critical Infrastructure Protection. The University is in the process of establishing a new Master's program in Infrastructure Protection and International Security between the Department of Civil and Environmental Engineering and the Norman Paterson School of International

Affairs. This position is subject to budgetary approval. Candidates must have a PhD degree in civil engineering or a related discipline with expertise and experience in blast engineering, new methods and techniques of retrofit and rehabilitation of damaged structures, infrastructure protection, or security and safety of civil engineering systems. A background in transportation and aviation security will also be an asset. The successful candidate will provide leadership and expertise in the program, develop and lead a strong independent research program in the targeted or relevant research areas, and teach graduate level courses in critical infrastructure protection and related topics. Participation in the governance of the university as well as in community outreach programs is also prioritized. Synergy to establish collaborative research links with the existing members of the Department and across the University is highly desirable. Membership in a Canadian professional engineering association is required of the time of appointment or within two years of appointment. The Department offers some of the most dynamic, innovative and cross-disciplinary undergraduate and graduate programs in Canada leading to Bachelor, Master's and Doctoral degrees in both Civil Engineering and Environmental Engineering. The Department has an intensive research enterprise including an NSERC Industrial Research Chair in Fire Safety Engineering, a Canada Research Chair in the Analysis and Management of Risk Associated with Civil Engineering Applications and Practices, and Canada Research Chair in Wastewater and Public Health Engineering. The Department has diverse expertise and experiences over a wide range of research areas including geotechnical, environmental, structural and transportation engineering with emphasis on computer modeling and design of construction materials, foundations and design and construction of safe highways and airports, planning and operation of transportation systems, durability and testing of construction materials, foundations and dams, earthquake engineering and hazard mitigations, fire safety engineering, structural health monitoring and risk assessment and analysis. Candidates will have access to the Department's world-class laboratories for conducting experiments and testing including a structural laboratory with strong floor, a new \$10 million state-of-the-art fire-testing laboratory, and a new high performance cluster computing facility. Further information on the Department is available from the Web site <http://www.csee.carleton.ca>. Carleton University is Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the concentration of Canada's high tech industry and location of many

of Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. Applications with curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent via email to: Professor A. D. Abd El-Halim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Telephone: (613) 520-5784, Fax: (613) 520-3951, Email: a.halim@carleton.ca. The anticipated start date is July 1, 2009. Applications will be considered until the position is filled. Car-

leton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

CIVIL & ENVIRONMENTAL ENGINEERING – Carleton University
The Department of Civil and Environmental Engineering at Car-

leton University invites applications for a tenure-track position at the Assistant Professor level in civil engineering. Candidates must have a PhD degree in civil engineering or a related discipline with expertise related to one or more of the following areas: infrastructure management, transportation engineering, geotechnical engineering, safety of civil engineering systems, or energy and environmental issues for sustainable transport. The successful candidate will be expected to develop and lead a strong independent research program in the targeted or relevant research areas, to teach undergraduate and graduate level courses in civil engineering and related topics. Participation

in the governance of the university as well as in community outreach programs is also preferred. Synergy to establish collaborative research links with the existing members of the Department and across the University is highly desirable. Membership in a Canadian professional engineering association is required at the time of appointment or within two years of appointment. The Department offers some of the most dynamic, innovative and cross-disciplinary undergraduate and graduate programs in Canada leading to Bachelor, Master's and Doctoral degrees in both Civil Engineering and Environmental Engineering. The Department has an intensive research enterprise including an

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McMaster-Mohawk Joint Venture | Bachelor of Technology Partnership

Executive Director


The McMaster-Mohawk Bachelor of Technology Partnership invites applications for Executive Director, a position which is responsible for the overall leadership in developing, implementing and operating its academic programs. The Executive Director will also be given a contractually limited academic appointment in the Faculty of Engineering at McMaster University.

The successful candidate for this position will:


- hold academic qualifications in an engineering discipline at the master's level or higher; a doctoral degree is preferred
- be either currently registered or be eligible to become registered as a Professional Engineer in Ontario
- have significant teaching and leadership experience in a post-secondary academic environment
- have had industrial experience at some time in her/his professional career
- have excellent interpersonal, organizational, planning and communications skills, with proven administrative experience
- be an innovative, self-motivated and independent thinker

Letters of application, accompanied by the applicant's curriculum vitae, are to be sent to: Prof. D.S. Wilkinson, Dean of Engineering, McMaster University, Hamilton, Ontario L8S 4L7 or by email to deaneng@mcmaster.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University and Mohawk College are strongly committed to employment equity within their communities and to recruiting a diverse faculty and staff. Applications are encouraged from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.



McMaster University
ENGINEERING



MOHAWK
COLLEGE OF APPLIED ARTS AND TECHNOLOGY

NIPISSING UNIVERSITY Dean, Faculty of Education

Nipissing University invites applications and nominations for the position of Dean of the Faculty of Education.

Nipissing University is a young and dynamic institution offering a learning experience that students rate as the best in Canada. With a total operating budget for 2008-09 of \$58 million, Nipissing has three Faculties: Education, Arts & Science, and the new Faculty of Applied and Professional Studies. Master's programs are offered in Education and History, and a number of additional graduate programs are being planned. In 2007-08, there were 3,642 FTE undergraduate students, 207 FTE graduate students, and 233 FTE instructional faculty. Nipissing University is located in North Bay, Ontario, where it shares a beautiful 300-acre campus with Canadore College. Situated between two lakes, North Bay is a safe and vibrant city of approximately 53,000 people and is only a one-hour flight or a 3.5 hour drive from both Toronto and Ottawa. Nipissing also has two regional campuses, located in Bracebridge/Muskoka and Brantford, Ontario. For further information, please see www.nipissingu.ca.


The Faculty of Education is one of the largest in Ontario, and in 2009 will be celebrating 100 years of teacher education in North Bay. In 2007-08, the Faculty of Education had 795 full-time students, 588 part-time students, 25 full-time graduate students, 388 part-time graduate students, and 66 full-time faculty members. The 2008-09 operating budget of the Faculty is \$6.56 million. The Faculty's primary mission is to promote the professional growth of teachers through pre-service, in-service and graduate programs, and to provide educational leadership and support through consultation and research. To this end, the Faculty offers a B.Ed degree (both consecutive and concurrent programs), a four-year honours degree in Physical and Health Education, a full-time and part-time M.Ed program, and an extensive in-service program for teachers across Ontario. The Faculty also collaborates with Wilfrid Laurier University to offer a five-year concurrent B.Ed in Brantford, Ontario. The Faculty of Education at Nipissing University has one of the most respected teacher education programs in Canada, and its innovative Teach laptop program leads the way in integrating technology with teacher education. Through initiatives such as the Aboriginal Teacher Certification program, international placements for student teachers, the new physical and health education program, and the expansion of its graduate program, the Faculty of Education is growing and building for the future. For more information, please see www.nipissingu.ca/education.

The position of Dean provides an exciting opportunity for a visionary and transformative academic leader. The new Dean will have an impressive record of academic and administrative experience and will be the Faculty's ambassador to the University and to the community.

Nipissing University welcomes applications from all, especially visible minority group members, persons with disabilities, women, Aboriginal persons and others who may contribute to diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Consideration of candidates will begin in late November 2008, and will continue until an appointment is made. The appointment will begin July 1, 2009. Nominations, applications, or expressions of interest should be submitted, in confidence, to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
deanofed@jwasearch.com

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CAREERS CARRERES

CANADA RESEARCH CHAIR (TIER II) IN CARE, GENDER & RELATIONSHIPS COLLEGE OF SOCIAL & APPLIED HUMAN SCIENCES

Appointment in a single department or across 2 of the 5 departments in CSAHS
<http://www.csa.uoguelph.ca/academics>

The University of Guelph is seeking applications or nominations for a Tier II Canada Research Chair in Care, Gender and Relationships at the level of Assistant or Associate Professor. The CRC program was established by the Government of Canada to enable Canadian Universities to foster world-class research excellence in the global, knowledge-based economy. Information on the Canada Research Chair program is available at www.chairs.gc.ca.

The successful candidate will develop a research program that fits with the emphasis on care, gender and relationships with attention to related themes such as evolving patterns in the provision of care related to the changing balance of personal and public responsibility, shifts in the nature of care activity for women and men, or the implications of care provision for relationships and social networks. The candidate's research program will be original, innovative, and of high quality.

The University's Strategic Research Plan http://www.uoguelph.ca/research/facts/strategic_research_plan.shtml emphasizes individual and family well-being within the university theme of promoting health. Other university themes emphasized are public policy, the world of work and social transformation. Within the College of Social and Applied Human Sciences, this CRC focuses on 2 of 5 college themes health and well-being and work and organizations. Details about the College, its research strategy and faculty are available at <http://www.csa.uoguelph.ca/research/csa-hs-research>.

Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They should have the ability to attract excellent graduate students and have demonstrated potential for excellence in teaching at both the graduate and the undergraduate level. A strong commitment toward interdisciplinary research would be an asset. Candidates must have a PhD obtained within the last 10 years with experience in a related discipline. Disciplinary background is open but the successful candidate must be appointable within a single department or across two departments in the College. The appointment will be tenure-track at the rank of Assistant or Associate Professor, with reduced teaching responsibilities.

Applicants should send a curriculum vitae, a brief (1-2 page) five year research program plan, and a record of teaching effectiveness along with the names, addresses, e-mails, telephone and fax numbers of three referees, by mail to Dr. Kerry Daly, Associate Dean (Research), Room 105, Macdonald Institute, University of Guelph, Guelph ON N1G 2W1 or by e-mail to csahsadm@uoguelph.ca.

Enquiries can be made by telephone to (519) 824-1120 extension 52699, or by fax to (519) 766-4797. Review of applications and nominations will begin on January 30, 2009 and will continue until the position is filled.

The position is subject to review and final approval by the CRC Secretariat. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with the Canada Research Chairs Program and the best fit with the college and university research strategies.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.



NSERC Industrial Research Chair in Fire Safety Engineering, a Canada Research Chair in the Analysis and Management of Risk Associated with Civil Engineering Applications and Practices, and a Canada Research Chair in Water and Public Health Engineering. The Department has diverse expertise and experiences over a wide range of research areas including geotechnical, environmental, structural and transportation engineering with emphasis on computer modeling and simulation, building and bridge engineering, design and construction safety, and risk analysis. Areas of expertise include: safety and operations of transportation systems, durability and testing of construction materials, foundations and dams, earthquake engineering and hazard mitigation, fire safety engineering, structural health monitoring, and risk assessment and analysis. Candidates will have access to the Department's world-class laboratories for conducting experimental research, including a state-of-the-art laboratory with a new \$10 million state-of-the-art fire testing laboratory and a new high performance cluster computing facility. Further information on the Department is available from the Web site <http://www.cce.caileton.ca>. Carleton University is Canada's Capital City University located in Canada's capital city, Ottawa, which offers a wide range of recreational and cultural activities, and is the concentration of Canada's high tech industry and location of many Canada's top research institutions including Environment Canada, the National Research Council and Natural Resources Canada. Applications with curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent via email to: Professor A. O. Abd El-Halim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6, Canada. Tel: (613) 520-3704, Fax: (613) 520-3951, Email: a.o.halim@carleton.ca. The anticipated start date is July 1, 2009. Applications will be considered until the position is filled. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

CIVIL & ENVIRONMENTAL ENGINEERING - University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites applications from individuals to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes or environmental chemistry and with expertise relevant to the engineering of natural aquatic systems. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with interest in water/wastewater treatment, water quality, hydraulics, hydrology, and hydrogeology. Applicants with a PhD in Civil, Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability to have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in a wide range of Environmental Engineering subjects. These include environmental chemistry and physico-chemical processes for water and wastewater treatment. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX number of at least three references. Send to Professor Wayne Parker, Chair of the Search Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

COMMUNICATION - Cape Breton University. Cape Breton University (CBU) is located on the beautiful Nova Scotia's tourism centred home to rich Celtic, Mi'maq, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal support for faculty research. CBU invites applications for a tenure-track position in Communication at the rank of Assistant Professor to commence July 2009, subject to budget approval. The successful candidate will teach undergraduate courses in areas of human communication such as interpersonal, public, and nonverbal communication and will be encouraged to teach courses in other areas of their expertise such as media, rhetoric, research methods or performance studies. Applicants must have a PhD in Communication (or near completion), a strong academic and research background and a commitment to the supervision of student research. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/teaching activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (Comm0813), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference sent directly to CBU, to the Human Resources Department, Cape Breton University, PO Box 5300, 2550 Cranville Road, Sydney, NS, Canada, B1P 6X4. Email: humanresources@ns.aliantzinc.ca. Website: www.cbu.ca. Applications must be received by 4:00 p.m. January 30, 2009. Successful applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunity/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE - Carleton University. Applications are invited for a faculty position at the level of instructor in the School of Computer Science at Carleton University. The position is for an initial probationary period of three years with opportunity for renewal and the possibility of promotion to a continuing appointment after five years. Applicants should have at least a Master's Degree in Computer Science, or equivalent, and a strong commitment to excellence in teaching. The primary duty of the position will be to teach courses at the undergraduate level. The School offers a variety of specialties with particular research strengths in software engineering, networks, security, information systems, high performance computing, and computational geometry. The School offers a Bachelor of Computer Science degree, and graduate programs at the Master's and Ph.D. level. Carleton is located in Ottawa, the capital of Canada, and a major centre of advanced technology research and development. For more information, visit the Carleton University and the School of Computer Science, please consult www.carleton.ca and www.scs.carleton.ca. Applications should be submitted both by email and physical mail. In both cases, you should include the following documents: curriculum vitae, copies of three references and their addresses, including email addresses; a curriculum vitae; and a teaching statement. Email the documents in PDF or Word format to search@scs.carleton.ca. Paper versions of the documents should be sent to: Instructor Search, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. The deadline for applications is January 15, 2009, but applications will be accepted until the position is filled. The start date for the position is July 1, 2009. Carleton University is strongly committed to diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

COMPUTER SCIENCE (INFORMATION SYSTEMS) - University of Waterloo. The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the Department of Computer Science. Computer Science in the area of information systems. Candidates at all levels of experience are expected to develop and maintain a productive program of research, contribute to a newly-created Master's program in health informatics, attract and supervise highly-motivated graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 20 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in the international research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy. The School's policy in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Software, and any other Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should send a letter of forward letters of reference to the address above. Applications will be considered as soon as possible after the position is filled and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE (INFORMATION RETRIEVAL) - University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science. The area of Information Retrieval (broadly defined) will be given high priority; other areas will be considered if the School is unable to recruit a very strong candidate in Information Retrieval. Candidates at all levels of experience are encouraged to apply. Successful applicants should have a PhD in Computer Science, or equivalent, in the field of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appoint-

Division Head Human Sciences

The Northern Ontario School of Medicine (NOSM) is inviting exceptional candidates to apply for the position of Division Head, Human Sciences.

Environment

The Northern Ontario School of Medicine is a joint initiative between Lakehead and Laurentian Universities. With campuses in Thunder Bay and Sudbury, the School has multiple teaching and research campus sites distributed across Northern Ontario, in large and small communities. The School contributes to improving the health of people in Northern Ontario.

The Human Sciences Division at the Northern Ontario School of Medicine is the organizational unit for research and teaching in the human sciences, this includes: Aboriginal health, Francophone health, Northern and rural health, public health, mental health, spiritual health, occupational health, history of medicine, medical ethics, medical anthropology, medical geography, medical sociology, gerontology, health economics and policy, epidemiology, and biostatistics.

Responsibilities

The Division Head, a senior member of faculty reporting directly to the Associate Dean, Faculty Affairs, provides academic leadership to the Division and serves as its principal administrative officer and official spokesperson. The Division Head renders service in a number of areas including administration of faculty; the development and delivery of the curriculum; and representation of the Division both internally and externally. The Division Head has a responsibility to represent the concerns and interests of faculty on academic matters.



Northern Ontario
School of Medicine

Qualifications

The Division Head should have a proven record of academic leadership and mentorship, research and publication, and the fostering of teaching excellence.

The candidate should have strong communication skills and the ability to foster collegial, productive relationships within the faculty and within the broader University community.

This position will be approximately a 50% academic administrative appointment, that is equivalent to 2.5 days per week. The Northern Ontario School of Medicine offers a competitive salary commensurate with qualifications, comprehensive pension and benefits package.

For a more complete job posting, please visit the "Career Opportunities" section of our website at <http://www.nosm.ca>

Application Procedure

Applications will be reviewed on an ongoing basis and will continue until the position is filled. Applications, including covering letter, current curriculum vitae, names and contact information for three references, quoting competition # 2008-522-BB should be sent to:

Northern Ontario School of Medicine
935 Ramsey Lake Road, Sudbury ON P3E 2G6
Attention: Human Resources
Email: HumanResources@nosmed.ca
Fax: (705) 671-3880

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

CAREERS CARRIÈRES

ments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cherton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applicants should be sent by electronic mail to: recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R. Cherton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should refer to the address above as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. Women and permanent residents will be given priority.

COMPUTER SCIENCE (SOFTWARE ENGINEERING) — University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Cherton School of Computer Science. In the area of software engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified students, and provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cherton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applicants should be sent by electronic mail to: recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R. Cherton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should refer to the address above as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. Women and permanent residents will be given priority.

COMPUTER SCIENCE (SOFTWARE SYSTEMS) — University of Waterloo. The University of Waterloo invites applications for one or two David R. Cherton Chairs in Software Systems. These are senior positions and include substantial research support and teaching responsibilities. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2009 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cherton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applicants should be sent by electronic mail to: recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R. Cherton School of Computer Science, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should refer to the address above as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. Women and permanent residents will be given priority.

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CREATIVE WRITING — Dalhousie University. The Department of English at Dalhousie University invites applications for a ten-month seasonal position in Creative Writing and English at the Lecturer/Assistant Professor level, effective August 1, 2009, subject to budgetary approval. The successful applicant will be awarded one credit at the introductory level in English literature. Applicants are sought with expertise in writing prose fiction. The applicant should possess an MA or MFA in Creative Writing, a PhD in English or related field with a strong academic profile. The applicant should have a proven publishing record in Creative Writing, with at least two creative works published by reputable publishers. Preference will be given to those with experience in university-level teaching. Applications, which must include a complete curriculum vitae, a statement of writing and teaching interests and philosophies, as well as three confidential letters of reference, forwarded by the referees, should be sent in hard copy to: Dr. Christina Luky, Chair, Department of English, Dalhousie University, 6010 University Avenue, 4th Floor, Halifax, NS B6A 2H6. The deadline for receipt of applications is January 15, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications accepted before January 15, 2009. The appointment begins on July 1, 2009. Please send applications, including CV, statement of teaching philosophy, and a five-year research plan to: Marlene Moser, Chair, Department of Dramatic Arts, Brock University, St. Catharines, ON, L2S 3A1.

DIRECTOR, SOCIAL WORK & HUMAN SERVICES — University of the Fraser Valley. The University of the Fraser Valley invites applications for the position of Director of the School of Social Work and Human Services. This is a five year term appointment with the possibility of renewal for a second term. Located within the Faculty of Professional Studies, the School of Social Work and Human Services offers degree, diploma and certificate programs in general and specialized areas. These include a BSW (Generalist & Child Welfare Option), a Diploma in Social Services (Generalist & First Nations Option), a Community Support Worker Certificate and Substance Abuse Counselling Certificate. An MSW is under development. The BSW program is fully accredited by the Canadian Association of Social Work Educators. UVF is a teaching intensive regional multi-campus university with a current enrolment in excess of 11,000 students pursuing more than 80 degree, certificate and diploma programs. The university is committed to teaching excellence and this goal is realized through small class sizes, support for research and scholarship and strong links to the community. Successful candidates for BSW students take required courses in Aboriginal Social Work. The Director of the School will have overall administrative and academic leadership and administrative responsibility for all programs delivered through the School. Responsibilities include program management, recruitment of faculty, program development, community liaison, and maintenance of accreditation status. The Director will have the ability to encourage collaborative interdisciplinary teaching and learning and applied research, support and mentor faculty development in a collegial work environment, and create and maintain a strategic plan for the realization of the vision of the School. Leadership will involve building and maintaining relations within the School and the broader university community, the local social policy and service communities, and various professional associations. Candidates should possess an MSW and a PhD in social work or a related field of the School. Leadership and teaching will also be considered. Applicants are expected to have administrative and university experience as well as a record of scholarship and knowledge of the professional community. They should also be able to demonstrate their organizational and leadership skills and to lead in strategic planning and community engagement. Knowledge of Aboriginal social work practice and issues is an asset. Detailed information including appropriate qualifications by December 31, 2008, referring to POSTING 2008_104 to: Employee Services, University of the Fraser Valley, 13844 K.L. Road, Abbotsford, BC, Canada V2S 7M6; Tel: (604) 854-4554; Fax: (604) 854-1538; Wentley.Fraser@ufv.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

DRAMATIC ARTS/THEATRE — Brock University. Brock University invites applications from candidates with a PhD (or ABD) in an area that involves aspects of Applied Theatre and/or Drama/Theatre in Education. The candidate will have experience in teaching and learning methodologies, as informed by research, and will have experience in a variety of communities, including formal educational settings. The position is open rank, and subject to budgetary approval. The preferred candidate will have experience in curriculum development and in creative outreach and networking across the national and international fields of Applied Theatre. The candidate will teach key foundational and senior courses in Applied Theatre and in Drama in Education and Society, which may involve internships and practice through out a range of communities. The ideal individual will have a strong background in areas such as movement arts, collaborative action, design and stage craft, directing the site, and interdisciplinary practice. Administrative skills are an asset. The salary is competitive and commensurate with qualifications. The candidate will be expected to assume a strong leadership role within Drama in Education and Society in the Department of Dramatic Arts. The Department of Dramatic Arts offers BA and BA Honours degrees in Theatre, Dramatic Literature or Drama in Education and Society, a four-year BA in Theatre and Society, and BA (Hon) and Co-ops in Drama in Education, Theatre and Dramatic Literature. The various streams in the department are integrated by a common emphasis on practice. The department's significant expansion of students and faculty over the past five years is due in large part to the success of this integrated intellectual and practical approach, as well as a dynamic connection with professional affiliates and diverse local communities. Located at the centre of Canada's beautiful Niagara peninsula in St. Catharines, Ontario, we are a community of learners and researchers with a strong and expanding regional base, with excellent resources in cultural, social, and athletic enrichment. Canadian and American metropolitan centres are within easy distance. More information on Brock University can be found on the University's website www.brocku.ca. Brock University is actively committed to diversity and to principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/hr/careers/self-identification.pdf> and include the completed form with their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications accepted before January 15, 2009. Please send applications to: Dr. M. Beavis, Head, Department of Religion and Culture, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: mbeavis@stmcollege.ca. The Search Committee will begin its review of applications on February 22, 2009. The salary will be commensurate with qualifications and experience.

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St. Thomas More College · University of Saskatchewan

TENURE-TRACK POSITIONS

St. Thomas More College (STM) is the Catholic liberal arts college federated with the University of Saskatchewan. According to our mission statement, "Through our teaching we are devoted to a partnership of learning and growth with our students which addresses the synthesis of faith and reason in all aspects of the human condition. The creative discovery of truth and its open dissemination nourishes our life as teachers and members of the wider academic and catholic intellectual community." STM departments collaborate with the University of Saskatchewan departments in offering undergraduate and graduate programs.

STM is committed to high-quality teaching and research. Applicants for each position will be expected to supply a Teaching Dossier as an indication of proven excellence. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment.

St. Thomas More College is engaged in a major faculty renewal program. We are currently accepting applications for the following tenure-track positions to commence July 1, 2009.

Religious Studies

The Department of Religion and Culture at St. Thomas More College invites applications for a tenure-stream position in Judaic Studies at the rank of Assistant Professor, commencing July 1, 2009. The STM Department of Religion and Culture works in collaboration with the University of Saskatchewan's Religion and Culture undergraduate and graduate programs. The successful candidate will have a completed PhD in the area of Judaic Studies with the ability to teach courses in Introduction to Judaism, Jewish Religious Thought, Jewish Christian Relations and Rabbinic Literature. In addition, the ideal candidate should have a broad background in the history and teachings of Judaism, and any vernacular languages relevant to the candidate's specialized research. An ability and willingness to teach Introduction to World Religions would be a strong asset. STM is committed to high-quality teaching. The successful candidate will be expected to supply a Teaching Dossier (e.g., teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment. Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and a sample of academic writing by Dr. M.A. Beavis, Head, Department of Religion and Culture, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: mbeavis@stmcollege.ca. The Search Committee will begin its review of applications on December 1, 2008, but applications received after that date will be considered. The salary will be commensurate with qualifications and experience.

Philosophy
The Department of Philosophy at St. Thomas More College invites applications for a tenure-stream position at the rank of Assistant Professor, commencing July 1, 2009. The STM Department of Philosophy offers its own program leading to a BA in Philosophy from the University of Saskatchewan. Faculty in the Department also work in collaboration with the University of Saskatchewan Department of Philosophy in offering undergraduate and graduate programs in Philosophy. The successful candidate will be expected to have completed a PhD in Philosophy, with an area of specialization in Contemporary Continental Philosophy, by the time the appointment commences. The areas of competence are open. STM is committed to high-quality teaching. The candidate will be expected to contribute to both the undergraduate and graduate level. Candidates will also be expected to have an active program of research, with an interest in collaborative research in an interdisciplinary environment. The Department has strengths in ancient and medieval philosophy, ethics and philosophy of law. Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and a sample of academic writing to Dr. M. Jenkins, Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: majenkins@stmcollege.ca. The Search Committee will begin its review of applications on February 22, 2009. The salary will be commensurate with qualifications and experience.

Economics
The Department of Economics at St. Thomas More College invites applications for a tenure-stream position in Development and/or International Economics at the rank of Assistant Professor, commencing July 1, 2009. The STM Department of Economics works in collaboration with the University of Saskatchewan's undergraduate and graduate programs in Economics. The successful candidate will have a completed PhD in the area of Development and/or International Economics with the ability to teach introductory and intermediate levels of micro and macro economic theory, as well as courses in development and/or international economics. An ability and willingness to develop new upper year undergraduate and graduate courses in fields of specialization would be a strong asset. An interest in health economics and industrial organization would also be an asset to the Department. STM is committed to high-quality teaching. The successful candidate will be expected to supply a Teaching Dossier (e.g., teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment. The ideal candidate will contribute to one or more of the areas of strength that STM is developing in Social Justice, Canadian Studies, and Catholic Studies. Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and a sample of academic writing to Dr. G. R. Farthing, Acting Head, Department of Economics, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: gfarthing@stmcollege.ca. The Search Committee will begin its review of applications on December 1, 2008, but applications received after that date will be considered. The salary will be commensurate with qualifications and experience.



BRANDON UNIVERSITY
FOUNDED 1859

"Something Special"

Contact:
Dr. Scott Gnils
Vice-President
(Academic & Research)
Brandon University
270 18th Street
Brandon, Manitoba
Canada R7A 6A9
Fax: (204) 728-7340
E-mail: vp_ar@brandonu.ca

For more information visit:
www.brandonu.ca

Canada Research Chair in History (Tier II)

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Brandon University invites applications and nominations for a Canada Research Chair. This appointment is subject to the terms and conditions of the Canada Research Chairs Program. The University seeks an individual with an outstanding and internationally-recognized research profile in one of the following areas: the history of agriculture, the history of cultural transfer (e.g. ethnicity, religion, settlement), environmental history, the history of aboriginal peoples and colonizing nations, or the history of the fur trade. The successful candidate will have an established plan of research, a significant record of publication, and an established record of external funding.

The regional area of specialization is open. Interdisciplinary opportunities exist for cooperation and/or joint appointment with Fine Arts, Native Studies, or Rural Development.

Rank: Assistant or Associate Professor

Salary: Commensurate with qualifications and experience.

Date of Appointment: August 1, 2009 or on the availability of the successful candidate.

Deadline for Applications: January 30, 2009 or until position is filled.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

STM
ST. THOMAS MORE COLLEGE
UNIVERSITY OF SASKATCHEWAN

St. Thomas More College
1437 College Drive · Saskatoon · SK · S7N 0W6

The University of British Columbia | Okanagan

Tenure-Track Positions



DKANAGAN

The University of British Columbia Okanagan invites applications for tenure track appointments, scheduled to begin July 1, 2009. Situated in Kelowna, BC, one of the most scenic regions in Canada, this campus offers faculty an intimate teaching environment and opportunities for world class research. Successful candidates will have a PhD (or other appropriate terminal degree where relevant) with strong research records, exceptional communication skills, and a demonstrated excellence in teaching at both the undergraduate and graduate levels. Subject to availability of funds, these positions are budgeted at the Assistant Professor level, unless otherwise indicated. Interviewing will begin in December 2008 and continue until all positions are filled. Preferred formats application submissions are Microsoft Word (.doc) and Adobe Acrobat (.pdf).

Office of the Provost

Director, Okanagan Sustainability Institute
The University of British Columbia Okanagan seeks an energetic, enthusiastic, and accomplished senior scholar with an international reputation in the broad area of sustainability to serve as the first Director of the recently established Okanagan Sustainability Institute (OSI). In addition to the administrative posting, the successful applicant will hold a tenured, continuing appointment at the Associate or Full Professor level

in any discipline or inter-disciplinary area served by the many academic programs at UBC Okanagan. Demonstrated leadership abilities are required, in addition to a strong record of university administration and outstanding academic qualifications commensurate with a senior faculty appointment. For directions on how to apply for this position, please go to: <http://web.ubc.ca/okanagan/provost/eseach-centres/osi.html>.

The Faculty of Creative and Critical Studies

The Faculty of Creative and Critical Studies, a unique intertwining of creative disciplines and the critical disciplines that reflect on, analyze and theorize about creative acts, invites application for the tenure track appointments in the following areas.

Open Rank Position: Visual Arts

We are looking for an individual who specializes in drawing and drawing related practices. Preference will be given to applicants with a secondary area of strength in new media or printmaking. We are open to applicants who are either established in their careers at the full or associate professor rank or applicants applying to a tenure-track position as assistant professor. Minimum requirements are an MFA degree with post-secondary teaching experience in a visual arts program. We are looking for someone with a national and international exhibition record and successful research record, who is willing to contribute to the development of a growing graduate program and who is interested in working in a multi-disciplinary environment. The Department of Creative Studies is comprised of Visual Arts, Performance and Creative Writing. Candidates must include with their letter of application, curriculum vitae, copies of reviews of exhibitions, a portfolio of up to 20 examples of recent work in slide or as digital files (tif or good quality .jpg format) with an image list detailing media, size, and year. Applicants should also arrange to have at least three confidential letters of reference sent to the Head of Creative Studies, Nancy Holmes. Teaching evaluations and samples of student work, if available, would be useful to the committee. Applications will be received until December 15, 2008. Please send letters of application to, Nancy Holmes, Head, Department of Creative Studies, University of British Columbia Okanagan, 3333 University Way, Kelowna, BC V1V 1V7, or by email to nlinda.falkingham@ubc.ca

Open Rank Position: North American Indigenous Literatures Professor

The Department of Critical Studies at the University of British Columbia Okanagan invites applications for an open-rank position in the area of North American Indigenous literatures. Applications for Assistant, Associate, or Full Professor are welcome. Rank will depend upon qualifications and experience. Candidates must have a PhD or equivalent and provide evidence of teaching experience and research. The successful candidate will be expected to teach courses within the English program, including introductory English courses and survey courses, to conduct and disseminate research in this area of specialization, and to develop undergraduate and graduate courses corresponding to such research. Preference will be given to Aboriginal candidates as permitted by section 42 of the BC Human Rights Code. Candidates are encouraged to self-identify if they qualify for this preference. The English program at UBCD, with 17 faculty members, is housed in the vibrant Faculty of Creative and Critical Studies. Critical Studies offers interdisciplinary and interdisciplinary programs

Faculty of Education

The Faculty of Education offers a Bachelor of Education degree and courses leading to British Columbia Teacher Certification in elementary and secondary areas. The faculty also offers post-baccalaureate certificates and diplomas that respond to the needs of schools and districts for education specialists. Additionally, through the College of Graduate Studies, the Faculty offers M.Ed. and M.A. degrees in Teaching and Learning, Educational Technology and Educational Leadership and Administration. Future growth in other post-graduate and graduate areas is anticipated. For more information regarding the Faculty of Education, visit the web site at, www.ubc.ca/okanagan/education.

Secondary Social Studies

Responsibilities: As part of the Secondary Humanities specialization, the successful candidate will be expected to teach Secondary Social Studies methods and may also teach seminars in the Culture of Education module which includes Educational Foundations and Social and Cultural Issues in Education. The successful candidate will also be expected to teach and supervise in the graduate program. Practicum supervision may also be a requirement of the position.

at the undergraduate and graduate level, including programs in Art History, Cultural Studies, English, French, and Spanish. The collegial learning environment focuses on effective teaching, the integration of research, and a commitment to developing a locally involved and globally aware community. The new UBC campus, established in the heart of the beautiful traditional Okanagan territory, offers an intimate, experiential, adaptable and sustainable learning community. UBCD has an Indigenous Studies program in the Irving K. Barber School of Arts and Science and enjoys a collaborative relationship with the En'owkin Centre, an Indigenous cultural, educational and creative arts institution. Candidates are asked to submit a letter of application, complete curriculum vitae, statement of teaching philosophy, research plan, and the names of three referees to: Dr. Michael Treschow, Head, Department of Critical Studies at the following address only: recruitment.fcss@ubc.ca. Candidates are responsible for ensuring that letters from the three referees are sent directly to the same address. Applications will be received until December 15, 2008.

Instructor I: Composition and Technical Communication

The Department of Critical Studies and the School of Engineering at the University of British Columbia Okanagan invite applications for a joint appointment in the areas of composition and technical communication. This is a tenure-track appointment at the rank of Instructor I and will begin July 1, 2009. Candidates should have at least three years of relevant teaching experience. Candidates with a PhD will be preferred. As a minimum qualification candidates must have an MA in one of these three areas: English, Communication, or Rhetoric. The successful candidate will be expected to teach introductory composition in the English program (ENGL 112: Strategies for University Writing) and Engineering Communication for Applied Science students (APSC 176: Engineering Communication; APSC 201: Technical Communication). The instructor in this position will also be expected to perform relevant departmental services as assigned by the Head of Critical Studies and the Director of the School of Engineering. For the Department of Critical Studies this instructor will be expected to bring innovation to the teaching and delivery of first year composition. For the School of Engineering this instructor will be expected to develop innovative teaching materials based on a shared syllabus and to work as a member of a dynamic team delivering consistent instruction across the multi-section Applied Science communication courses. Candidates should submit a letter of application, complete curriculum vitae, a statement of teaching philosophy, and the names of three referees to: Dr. Michael Treschow, Head, Department of Critical Studies, at the following address only: recruitment.fcss@ubc.ca. Candidates are responsible for ensuring that letters from the three referees are sent directly to the same address. Applications will be received until December 15, 2008.

Secondary English Methods

Responsibilities: As part of the Secondary Humanities specialization, the successful candidate will be expected to teach Secondary English Methods and may also teach seminars in the Culture of Education module which includes Literacy and Language in Education, and Educational Foundations. The successful candidate will also be expected to teach and supervise in the graduate program. Practicum supervision may also be a requirement of the position.

Qualifications: A completed PhD in the area with a strong research record, exceptional communication skills and demonstrated teaching excellence. Professional experience in a public school setting is required. Applicants should provide a cover letter, curriculum vitae, statement of teaching philosophy, statement of research agenda, evidence of teaching ability (e.g. course evaluations) and the names and contact information of three referees. All documents must be submitted as e-mail attachments and sent to colleen.stothers@ubc.ca. Please put the competition title on the subject line of the e-mail and declare whether you are legally entitled to work in Canada.

Faculty of Health and Social Development

Human Kinetics

The Faculty of Health and Social Development at the University of British Columbia Okanagan invites applications for up to 2 tenure-track appointments (Human Kinetics: Clinical Exercise Physiology and Health Promotion).

In September 2007 an innovative Bachelor of Human Kinetics was introduced to UBC Okanagan, with areas of concentration in clinical exercise physiology and health promotion. The applied undergraduate program comprises areas of study that build on the advantages of the Human Kinetics program's close alignment with a multi-disciplinary health Faculty. The successful applicant will hold a PhD (or equivalent) and have a demonstrated or strongly developing track record as an independent researcher and a commitment to quality teaching at both the undergraduate and graduate levels. The Faculty has identified the following areas of priority: Exercise and Health Psychology, Applied Exercise/Health Physiology, Neuromechanics. Particular interest will be given to those with research foci involving chronic disease, special populations and/or community health promotion.

Application materials should include the following:

1. Curriculum Vitae listing the following:
 - Personal information
 - Education including post-doctoral research experience
 - Professional employment experience including research and teach experience
 - Present or prior grants or external funding awarded for research
 - Publications
2. Letter of Application including:
 - Proposed program of research
 - Statement of undergraduate and graduate teaching areas or courses in which you could participate
 - Statement of teaching philosophy
3. Names of three referees who are able to provide objective evaluations and comments on your teaching and research ability and background and on your potential for high quality research in the future.

Please e-mail application materials, including three Letters of Reference, to recruitment.fhsd@ubc.ca

The Faculty of Applied Science, School of Engineering

The Faculty of Applied Science's School of Engineering at UBC Okanagan has assembled world-class faculty and developed an innovative engineering curriculum to offer undergraduate and graduate engineering degrees in Civil, Mechanical and Electrical specializations. Our innovative engineering curriculum offers faculty an opportunity to be involved in the further development and delivery of exciting new engineering programs. The School of Engineering will be housed in a new building, one of several new buildings and expansions on campus, with expected completion in winter 2010.

Civil Engineering

Geotechnical Engineering
Desirable areas of research and expertise include foundation engineering, soil mechanics and constitutive modeling, geotechnical earthquake engineering and soil dynamics, soil and site improvement, design of retaining structures and dams, solid waste engineering, hydrogeology, geo-hazards, intelligent irrigation systems, and geothermal energy systems.

Sustainable Systems Engineering

Desirable areas of research and expertise include the planning, design, construction and management of sustainable systems, related modeling and design (CAD, GIS, and pavements), infrastructure (transportation, construction, traffic, energy, transit, and rail), project management, and road safety.

Structural Engineering

Desired areas of research expertise include design of steel structures and seismic design. Applied computational solid mechanics and finite element analysis for structural and civil engineering applications is desirable.

Water Resource Engineering

Desired areas of research and expertise include hydrology, stochastic modeling, meso-scale hydrological modeling, and climate change.

Environmental Engineering

Desired areas of research and expertise include drinking water treatment including physical-chemical-treatment systems, and modeling of engineered or natural systems.

Electrical Engineering

Integrated Circuit Design
Desirable areas of research and expertise include analog or digital circuit design with research topics relating to (but not necessarily limited to) wireless communication systems, power electronics, or VLSI.

Digital VLSI

Desirable areas of research and expertise include but are not limited to the following: digital design, test, and verification, system-on-chip methodologies, computer-aided design.

Digital Signal Processing for Wireless Applications

Desirable areas of research and expertise include digital signal processing with emphasis on wireless applications: adaptive filtering, array processing, detection and synchronization for wireless applications, multimedia signal processing and transmission, optimization, MIMO, OFDM, distributed detection and data fusion and other subject areas of digital signal processing

Power Systems

Desirable areas of research and expertise include electric power systems with emphasis on renewable energy applications, photovoltaic applications, wind, distributed power generation, and other electrical renewable energy technologies is especially relevant.

The Faculty of Applied Science, School of Engineering

Data Networks
Desirable areas of research and expertise include data networks with emphasis on wireless networks, resource sharing, allocation, and management, medium access control, cross-layer design and optimization, mobility management, wireless sensor networks, mobile ad hoc networks, wireless network security, and other subject areas of data networks.

Embedded Systems

Desirable areas of research and expertise include micro-processor architecture, hardware/software co-design, and real-time operating systems.

Mechanical Engineering

Design and Manufacturing
Desirable areas of research and expertise include computer-aided design and manufacturing, design for manufacturing (DFM) and other life cycle issues such as reliability and serviceability, reconfigurable manufacturing systems, reverse engineering, intelligent design, lean manufacturing techniques, simulation of industrial systems, human computer interaction, product design/ design methodologies, micromachining, and operations research.

Materials Science

Desirable areas of research and expertise include physical metallurgy, structure property relationships, processing of materials and their devices, characterization of macro-, micro-, and nano-structures, tribology and surface engineering, design, testing, and optimization of materials (e.g., biomaterials, composites, shape memory alloys, etc.).

Energy Conversion

Desirable areas of research and expertise include engines and turbo-machinery, power generation techniques from renewable resources, novel energy conversion devices and systems including photovoltaics, photo-synthesis inspired systems, thermoelectrical systems, alternative fuel sources including bio-based fuels, waste heat recovery, geothermal, wind, tide and solar energy systems, chemical to mechanical conversion, combustion, fuel cells, ultra-capacitors, mechanical storage, and hybrid vehicles.

Computational Mechanics

Desirable areas of research and expertise include computational fluid dynamics (CFD), computational heat transfer, numerical modeling and analysis of micro-fluidic phenomena, biomechanics applications, extended finite element method (XFEM), and multi-physics modeling and simulation.

Micro-Electromechanical Systems (MEMS)

Desirable areas of research and expertise include precision positioning and sensing systems, bio/MEMS, lab-on-a-chip systems, biosensors, piezoelectric sensors and actuators, active materials, and micro/nano-manipulation.

Mechatronics

Desirable areas of research and expertise include actuation and sensor technology, biomechanics applications (e.g., medical devices, surgical robotics), humanoid robots, human biomechanics and kinesiology, design of prosthetic devices including mechanics, control, and human-machine interface.

To submit your application, identify the position you are applying for and email your application materials to the School of Engineering at recruitment.apsc@ubc.ca. Applicants are encouraged to identify possible overlaps in positions or across disciplines.

The University of British Columbia Okanagan hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please indicate clearly on your application whether you are legally entitled to work in Canada. Additional details about hiring can be obtained at www.ubc.ca/okanagan.

CAREERS CARRIÈRES



TENURE-TRACK FACULTY POSITIONS - MOUNT SAINT VINCENT UNIVERSITY

Recognized as a leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University offers an environment for transformative learning with an unparalleled social impact. We are nationally recognized among undergraduate universities in Canada for our success in Social Sciences and Humanities Research Council grants and for having one of the lowest student-to-professor ratios. Our community is built on people and relationships. We are committed to providing the best university experience for all members of our community and to developing thoughtful, engaged citizens who make a positive impact on their world.

Located on Canada's east coast in Halifax, Nova Scotia, Mount Saint Vincent University sits amidst a beautiful wooded property overlooking a picturesque harbor. It is our esteemed 135 year history and blend of passion and individuality that attracts outstanding faculty, staff and 5,000 students from around the world. For more information visit www.msvu.ca.

Mount Saint Vincent University is seeking scholars for tenure-track appointments at the Assistant Professor level commencing July 1, 2009 in the areas listed below. Workload for all positions includes research, teaching and collegial service. Applicants should hold a doctorate in an appropriate field or be near completion of their degree. Evidence of research competency is required. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval.

Public Relations (1 position)

The Department of Public Relations offers a nationally renowned Bachelor of Public Relations with co-operative education, as well as Master of Arts in Public Relations and Master of Public Relations degree programs. These new graduate programs are offered both full and part time, and the department intends to offer these programs via distance within the next several years. Current faculty come from a range of professional and academic backgrounds with a wide variety of research interests including rhetorical criticism, professional ethics, organizational language, leadership and media representation and influence. The department is currently working to expand its focus to encompass a broad interpretation of communication.

Specialization: The department seeks candidates with research and teaching interests in one or more of the following areas; professional communication, communication arts, and communication technologies. Candidates should have a PhD in public relations or related discipline e.g. communication, management, journalism, rhetoric or social psychology. An interest and/or experience in distance learning is an asset.

Contact: Dr. Amy Thurlow
(amy.thurlow@msvu.ca)

Applications should include a statement of research and teaching interests, curriculum vitae and the names and contact information for three references. Send applications to the appropriate Department Chair by email or mail to their attention to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. Departments will begin considering applications on January 5, 2009. All positions will remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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■ EARTH SCIENCES – Carleton University. Applications are invited for a tenure-track appointment in the field of mineralogy at the rank of Assistant Professor, commencing July 1, 2009. This position is subject to budgetary approval. Candidates should have a PhD in Earth Sciences, demonstrable expertise and experience in the field of mineralogy, and demonstrated excellence in teaching. We are especially interested in candidates with field-oriented research programs. The successful candidate will be expected to teach both undergraduate and graduate courses to a culturally diverse student body, to develop an externally funded research program, and to contribute effectively to academic life in the department. Proficiency in English is a requirement. The Department's historical strength lies in offering a field-based comprehensive education. At the undergraduate level this includes BSc programs (Honours, Major and General) in Earth Sciences and in Computational Geophysics (Honours), as well as a Concentration in Stratigraphic Paleontology and Paleogeology (Honours). Other programs include Combined Honours with Biology/Chemistry or Physical Geography. At the graduate level, we offer MSc and PhD programs, and, together with Earth Sciences at the University of Ottawa, we form the core of the Ottawa-Carleton and Science Centre (OCCSC), a research and graduate institution. Available research facilities include stable and radiogenic isotope laboratories, XRF, XRD, a SEM-electron microprobe laboratory, and ICP-OES, as well as fluid inclusion, cathodoluminescence, and fluorescence microscopy. Further information on the Department can be obtained from the Web site, www.earthscl.carleton.ca. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its grounds include 200+ minutes from downtown, an international airport, and the Gatineau Hills – enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa is Canada's capital and reflects the country's bilingual and multicultural character. Carleton's location in the capital also provides many opportunities for research with groups and institutions that focus on earth sciences, and includes the Geological Survey of Canada, part of Natural Resources Canada. The Department of Earth Sciences benefits from collaborative research opportunities with federal government agencies and scientists. More information on the University and the City of Ottawa can be obtained at the Faculty Recruitment and Support Web site www.carleton.ca/facultyrecruitment. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, aboriginal peoples, persons with disabilities, and persons of sexual orientation or gender identity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants are to include a curriculum vitae, a cover letter, a teaching dossier, a statement of teaching and research interests, and the names and addresses (including email addresses) of three referees. Applications should be sent to: Dr. John Blenkinsop, Chair, Department of Earth Sciences, Carleton University, 1225 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Fax: 1-813-223-6512, Email: earthsc@carleton.ca. The closing date for receipt of applications is January 12, 2009.

■ ECONOMICS – Simon Fraser University. The Department of Economics at Simon Fraser University is expecting to fill one tenure track position at the assistant professor level, effective September 1, 2009, subject to budgetary authorization and approval by the Board of Governors. The Department has a special interest in candidates who specialize in applied fields such as Development Economics, Environmental Economics, Industrial Organization, and International Economics. Our strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The Department is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications must include a c.v., three confidential reference letters, evidence of teaching effectiveness, and samples of research papers. Application instructions are available on our website at <http://www.sfu.ca/econhome/>. Application deadline is December 9, 2008. Email inquiries should be directed to Christine Dempster, Associate Chair's Secretary, at dempster@sfu.ca. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/paedem/faculty_Openings/Collection_Notice.html.

■ ECONOMICS – University of Guelph. The Department of Economics at the University of Guelph invites applications for a Canada Research Chair, Tier II, in the Economics of Risk, Insurance, and Related Fields. Research areas should support both the department's graduate programs and the college's strategic goals. The appointment will be tenure-track at the rank of Assistant or Associate Professor, with reduced teaching responsibilities and enhanced research support. The Canada Research Chair program was established by the Government of Canada to enable Canadian Universities to foster world-class research excellence. The University of Guelph is a top-ranked comprehensive university in Canada with an enrolment of more than 13,000 students. It is located in Guelph, Ontario (population of approximately 120,000) and is a one-hour drive west of Toronto, Ontario. The Department of Economics is an integral part of the newly formed College of Management and Economics. Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They should have a strong commitment to

world research, the ability to attract and supervise excellent graduate students, and have demonstrated potential for excellence in teaching at both the graduate and the undergraduate level. Candidates must have received a PhD in the last 10 years, must have publications and research that show evidence of being an exceptional emerging scholar. Applicants should send a curriculum vitae, a sample of recent research papers and a teaching philosophy statement. In addition, applicants should arrange for three letters of reference to be sent under a separate cover. Applications should be submitted to: Dr. Michael Hoy, Acting Chair, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 (Telephone: 519-432-4200 Ext. 52169). Review of nominations will begin on December 1, 2008 and will continue until the position is filled. More information about the Department of Economics can be found at <http://www.economics.uoguelph.ca>, the College of Management and Economics at <http://www.cme.uoguelph.ca> and the Canada Research Chair program at <http://www.chairs.gc.ca>. The position is subject to review and final approval by the CRC Secretariat, Canada Research Chairs, and open to individuals of any nationality; offers will be made in accordance with the Canada Research Chair Program and best fit with the Department's core mandate and mission. The University of Guelph is committed to an employment equity program that includes specific measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ ECONOMICS – Memorial University of Newfoundland. The Department of Economics is looking for a candidate for one tenure-track position. The position will normally commence July 1, 2009, subject to budgetary approval and will be made at the rank of Assistant Professor. The Department is particularly interested in candidates with a specialization in Labour Economics, Regional Economic Development, or Energy Economics. However, exceptionally qualified candidates in other fields will be considered. Duties include undergraduate and graduate (Masters level) teaching and research. The position normally requires a completed doctorate in Economics. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. Letters of application should be applied to: Dr. Noel Flynn, Department of Economics, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 4X9, Tel: (709) 737-5248, Fax: (709) 737-2094, email: noel@mun.ca and be accompanied by a current curriculum vitae, a teaching dossier, and the names and addresses of three persons who can supply a letter of reference. The application must also include evidence of excellence in teaching and research. Applications should reach the Head no later than November 10, 2008. Information about the department can be found on the department's web page at <http://www.mun.ca/econ/home/>. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ ECONOMICS – Wilfrid Laurier University. The Department of Business and Economics, Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2009 at the rank of Assistant Professor. Candidates will hold, or will have nearly completed, a PhD in economics, and be able to demonstrate that they distinguish themselves as recognized scholars, and be good teachers at all levels. While outstanding applicants in all fields will be considered, the appointment as particularly interested in candidates in environmental economics, macro-economics and economic history for the first position. Consideration of candidates for the second position will be limited to those whose main field is econometrics. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. If you wish to identify yourself as a member of one of these groups, you may wish to send separate cover in confidence to Dean Ginny Dobosko, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. Specify that you are applying for a tenure-track position in the Department of Economics. These positions are subject to budgetary approval. Applications by email are preferred, and should be sent to: economics@wlu.ca. Applications should include a covering letter, curriculum vitae, a url link to your job market paper (if it is online, or a pdf file otherwise) and the names of three referees with email addresses. The review of applications will begin on November 17 and will continue until the positions are filled. Please address your application to: Dr. Terry Louvroux, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5.

■ EDUCATION – Wilfrid Laurier University. Due to rapid growth and program expansion the Faculty of Education at Wilfrid Laurier University invites applications for two or more faculty positions, which may be tenure-track appointments at the Assistant or Associate Professor rank, or Limited Term Appointments, depending on candidate qualifications. These appointments will commence July 1, 2009, subject to budgetary approval. The tenure-track positions are open to candidates who hold a Doctorate in Education or a closely related field, for Limited Term Appointments, a Doctorate in Education is preferred (Master's in Education required). Candidates must have at least three years' experience as a teacher, preferably at the Junior/Intermediate or Intermediate/Senior

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level. Tenure-track candidates must provide evidence of a productive research program that complements the research interests within the Faculty. Successful candidates will be expected to teach in and have research interests in one or more of the following areas: Science Education; Social Studies (with emphasis in history and/or geography); Health and Physical Education; French as a Second Language; Instrumental Music; Special Education; and/or Equity and Diversity. Courses to be taught will be a combination of introductory and more advanced levels, potentially including graduate level.

The WLU Teacher Education program is based on the Professional Development School model, providing faculty the opportunity for significant interactions within the schools. Full-time faculty members normally engage in some practicum supervision and teaching in the schools. Potential candidates are invited to view the conceptual framework for the program on the Laurier website at www.wlu.ca/education. Applications should include curriculum vitae, a teaching dossier, and a statement indicating scholarly interests, achievements and potential contributions to the Faculty. A sample of the applicant's school

work should also be included in the application package. Application materials and the names, phone numbers, and email addresses of three referees should be sent electronically (subject line: Faculty of Education) to the Dr. Dawn Buzza, Chair of the Search Committee, Faculty of Education, email: dbuzza@wlu.ca, telephone: (519) 884-0710, ext. 3486. Applications must be received no later than December 15, 2008. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with

disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Education, Dr. Colleen Willard-Holt (cwholt@wlu.ca), telephone: (519) 884-0710, ext. 2212.

EDUCATION – Brock University. The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Drama

(Elementary Education). The appointment, subject to final budgetary approval, will commence July 1, 2009. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary drama education, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful elementary and/or secondary school teaching experience, a valid Ontario's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach elementary drama to pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's cohort group model, and supervise graduate students' research. There will also be opportunity to teach in the Graduate/Undergraduate Department and Continuing Studies as time permits. Deadline for application is February 10, 2009. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1; Email address: search@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca.

and characterization facilities with state-of-the-art instrumentation available to these existing facilities, the ECE department will also be an active partner at the Quantum Nano Centre (QNC), a new \$300M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctorate degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching, are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 15 faculty members and is in the process of expanding to more than 30 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrollment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertoff School of Computer Science), Mechatronics Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://eceadm.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biochip and related medical applications; 2. Next generation patterning techniques in the nanoscale and advanced lithographic techniques for nano fabrication; 3. Low dimensional quantum structures leading to potential applications at the device level; 4. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including biomedical and RF nano-based devices; 5. Large area electronics with expertise in thin film technologies at both material and device levels and potential for partition into bio-applications. The ECE department is home to the Giga-to-Nano Laboratory (<http://ece.uwaterloo.ca/~nsidic>) and the Centre for Integrated RF Engineering (<http://www.cirfe.uwaterloo.ca>), both excellent fabrication

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Dean Faculty of Graduate Studies

Thunder Bay Campus

Lakehead University invites applications and nominations for the position of Dean of the Faculty of Graduate Studies.

Reporting to the Vice-President (Academic) and Provost, the Dean is responsible for working with the Faculty of Graduate Studies to lead and administer graduate programs, working with staff to coordinate recruitment and admissions, program review, financial assistance, and international student transition; and working with other Deans to build collaborations, manage budgets, plan strategically, and advance the university.

Lakehead offers twenty-six masters and four doctoral programs in both academic and professional disciplines with the Faculties of Business Administration, Education, Engineering, Forestry and the Forest Environment, Health and Behavioural Sciences, Science and Environmental Studies, and Social Sciences and Humanities. Interdisciplinary degrees are offered in the areas of Applied Health Sciences, Biotechnology, Engineering (Environmental and Control), Environmental Studies, and Women's Studies.

Qualifications

Applicants should have an earned Ph.D and established reputation as a scholar, teacher, and graduate supervisor and should demonstrate in their application the necessary

administrative and interpersonal skills to provide leadership for the continuing development of graduate studies. The successful candidate will demonstrate a vision for graduate education that is compatible with Lakehead University's goal to become one of the top 25 research-intensive universities in Canada.

Application Requirements

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at: <http://hr.lakeheadu.ca/pdf/mimg.pdf>. Please send your curriculum vitae and the contact information for three referees to:

Dr. Laurie S. Hayes, Vice-President (Academic) and Provost
Lakehead University, 955 Oliver Road
Thunder Bay, ON P7B 5E1
e-mail: vpacademic@lakeheadu.ca fax: (807) 343-8065

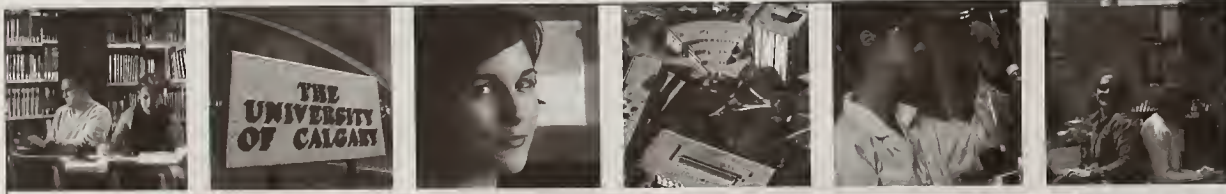
Review of applications will begin on January 15, 2009 and continue until the position is filled.

For more information on this and all current opportunities, please visit our website at <http://hr.lakeheadu.ca/employment.php>.



Lakehead University is a comprehensive institution with over 7,500 students and over 2,000 faculty and staff. The University has a main campus in Thunder Bay, Ontario and a branch campus in Orillia, Ontario. Lakehead offers a variety of programs at the undergraduate and graduate levels, including the PhD.

Lakehead University is an Equal Opportunity Employer.



Faculty of Nursing – Tenure-Track Positions



We are poised for growth and renewal, and are seeking exceptional faculty to join us in our initiatives, including a Centre for Excellence in Gerontological Nursing, a Clinical Simulation and Learning Centre, an integrated model for undergraduate curriculum, and a nursing program in Qatar.

Professors

Of particular interest are applicants with a background in gerontological nursing, health outcomes research, cardiovascular health, palliative care or nursing education.

Instructors

Of particular interest are applicants with a background in clinical practice and teaching across the lifespan, illness trajectories or service-delivery settings.

For more about these positions and working at the University of Calgary, visit ucalgary.ca/hr/careers and ucalgary.ca/hr/frro.

Canadian citizens and permanent residents will be given priority in their applications.

The University of Calgary respects, appreciates and encourages diversity.

CAREERS CARRIÈRES

ware, systems, network or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city offers a wide range in easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a state-

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■ ELECTRICAL & COMPUTER ENGINEERING – University of Toronto. The Edward S. Rogers Sr. Department of Electrical and Computer

Engineering at the University of Toronto invites applications for a tenure-stream Assistant or Associate Professor position in the area of electronics, beginning July 1, 2009. Research areas of interest include, but are not limited to: analog or mixed-signal circuit design, high-performance ASICs and/or DACs, or RF circuits. Candidates must have (or are about to receive) a PhD in the relevant area. The department ranks among the top 10 ECE departments in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse cosmopolitan city. The department offers highly competitive salaries and start-up funding, and faculty have access to significant Canadian research operational and infrastructure grants. Additional information can be found at: www.ece.utoronto.ca. The successful candidate is expected to pursue excellence in research and teaching at both the graduate and undergraduate levels. The successful candidate will join a highly active research group in electronics. Applicants must submit their application by electronic mail to Professor Glenn Gukin, Electronics Search Committee Chair, The Edward S. Rogers Sr. Department of

Electrical and Computer Engineering, University of Toronto using the following address: ElectronicsSearch@ece.utoronto.ca. Please submit only Adobe Acrobat PDF documents. Applicants will receive an email acknowledgment. All applications should include: a curriculum vitae, a summary of previous research and proposed new directions, and a statement of teaching philosophy and interests. In addition, applicants must arrange to have three confidential letters of recommendation sent directly (by the referee) by email to ElectronicsSearch@ece.utoronto.ca. Applications and reference letters

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David O'Brien Distinguished Professorship in Sustainable Enterprise

The John Molson School of Business of Concordia University invites applications for the newly established David O'Brien Distinguished Professorship in Sustainable Enterprise. The search is open to candidates at the senior Associate Professor or Full Professor level.

The ideal candidate will have a background in strategic management, international business, and/or organization theory. We seek candidates with an exceptionally strong and internationally recognized research record, outstanding teaching abilities including graduate student supervision, and high visibility within the business, government, and/or not-for-profit communities. Consulting experience in sustainable strategy with private, not-for-profit and/or public organizations would be a distinct advantage.

The incumbent will be expected to assume leadership of the recently endowed David O'Brien Centre for Sustainable Enterprise and exercise a leadership role within the John Molson School of Business in spearheading program development, research agenda, and community outreach in sustainability.

The David O'Brien Professorship in Sustainable Enterprise is funded by David O'Brien who is currently the Chairman of two leading Canadian companies: Royal Bank of Canada and Encana Corporation. Mr. O'Brien is the Chancellor of Concordia University and is an active member of the Science Technology and Innovation Council of Canada.

As one of the largest and oldest business schools in Canada, the John Molson School of Business offers AACSB accredited programs at the undergraduate, MBA, Executive MBA, M.Sc. and PhD levels. The business school furnishes a superior institutional infrastructure for scholarship in CSR/Sustainability. The school is currently building a critical mass of CSR/Sustainability scholarship, with a growing core of researchers in several areas. The business school has strong demand for core courses and electives in CSR, Ethics, and Sustainability and enjoys strong business support for research and programs in those areas. In 2009, the John Molson School of Business will move into its new, 15-storey, LEED certified building that will be equipped with leading edge teaching and research technologies.

The John Molson School of Business is one of the first 100 signatories to the recent UN-initiated Principles of Responsible Management Education and has been ranked in the top 5 of Corporate Knights Canadian business school programs. Additionally, Concordia University houses a student-led organization for realizing sustainability projects and has included 'sustainability' as one of the areas of its strategic signature.

This appointment will be in effect starting June 1, 2009. Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent to:

Dr. Sanjay Sharma, Dean
John Molson School of Business
Concordia University
1455 de Maisonneuve Blvd. West, GM 403-21
Montreal, Quebec
Canada
H3G 1M8

All applications and supporting documentation must be submitted by January 15, 2009.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

More information about the school can be found at johnmolson.concordia.ca



McGill

Assistant Professor in Theoretical Computer Science School of Computer Science

The School of Computer Science at McGill University invites applications for two tenure-track positions at the assistant professor level, to begin August 1, 2009, in the general area of theoretical computer science.

This includes broad areas of theoretical computer science such as algorithms and complexity analysis. For one of these, we are also particularly interested in the application of methods to areas such as geometric problem solving.

Complete pdf format applications, including a curriculum vitae, a list of publications with copies of two sample reprints, a research statement as well as a teaching statement, and the names and e-mail addresses of three references should be sent to theory@cs.mcgill.ca.

Applications will be reviewed as soon as they are received. Applicants are strongly

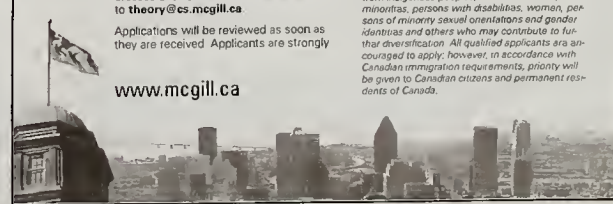
encouraged to apply before **January 15th** to assure full consideration.

The School of Computer Science offers a collegial environment with opportunities for interaction with world class researchers in areas including (but not limited to): computational geometry, discrete mathematics, mobile robotics, computer vision, probabilistic analysis of algorithms, bioinformatics, typography and quantum information, reasoning and learning, sensor networks, and scientific computing.

For further information on the School, see <http://www.cs.mcgill.ca>

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, persons with disabilities, women, persons of minority sexual orientation and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

www.mcgill.ca



CAREERS CARRIÈRES

should be received by January 15, 2009. The University of Waterloo is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of roles. All qualified candidates are en-

couraged to apply; however, Canadians and permanent residents will be given priority. Salary will commensurate with qualifications and experience.

■ **ENGLISH** — Cape Breton University, Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centre piece and home to rich Celtic, Mi'kmaq, and Acadian culture. CBU has a reputation for

small class sizes, strong community involvement, and strong internal support for faculty research. CBU invites applications for a tenure-track position in English (Dramatic Literature/Theatre Studies) at the rank of Assistant Professor to commence July 2009, subject to budget approval. The successful candidate will be both a dedicated researcher and an exceptional teacher. In particular, ap-

plicants should demonstrate an ability to teach introductory-level English courses (composition and literature) and upper-year courses in dramatic literature. The capacity to create and teach a course in Medieval Drama would be considered an asset, as would the ability to teach upper-level courses in the practical aspects of theatre such as acting, directing, and technical production. The successful candidate will be expected to take a leading role in the development of the department's Major in Dramatic Literature. Depending on experience, he/she might also contribute to the Theatre Arts Certificate Program and the University's annual season of plays staged at the Beaudroze Theatre. Applicants must have a PhD in a relevant field such as English or Theatre Studies (or be near completion) and are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to CBU, its community, and profession. Inquiries will be gladly answered by Dr. Todd Pettigrew, Associate Professor and Chair, Department of Languages & Letters, (502) 563-1616 / e-mail: todd.pettigrew@cbu.ns.ca (please indicate source), but actual applications and related documents should be forwarded to the Human Resources Department, Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@cbu.ns.ca. Website: www.cbu.ca. Applications must be received by 4:00 p.m. January 30, 2009. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunity/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ENGLISH** — University of Waterloo. The Department of English Language and Literature invites senior scholars to apply for an open-rank, open-field position in English Literature. The Department will consider applicants working in all areas of literature in English, including historical periods, national, diasporic, global, or digital literatures; and cultural, movements, genres, or theories. Candidates for this position must have an outstanding research and publication record; having a strong record of external funding will be considered a significant asset. In addition to undergraduate programs in Literature, Literature and Religion, and Rhetoric and Professional Writing, our De-

partment offers innovative MA programs in Literary Studies and in Rhetoric and Communication Design, as well as a unique PhD that integrates Literary Studies with fields of Rhetoric, Writing, Discourse and Text Analysis, and Digital Media Theory and Design. As the Department promotes an integrated research culture, secondary expertise in any area of rhetoric or language study will be considered an asset. The teaching load in English at Waterloo is 2+2, which normally includes one graduate course. Salary will commensurate with rank and experience. Please visit our website at <http://english.uwaterloo.ca> for more information about the Department. An appointment date of July 2009 is preferred. The successful candidate will have the opportunity to participate in the growth of Graduate Studies and the Humanities in the University of Waterloo's Faculty of Arts. The Faculty of Arts is the largest of the six Faculties at the University of Waterloo. Recent initiatives include the establishment of the Ballisell School of International Affairs and an inter-departmental commitment to the study and application of digital media. The University of Waterloo is a research-intensive, public institution, with the largest and most successful cooperative education program in North America. In last year's Maclean's Magazine national rankings, Waterloo was named one of the top three comprehensive universities in the country and has ranked as the "Best Overall" university in Canada in the national reputation survey in 12 out of the last 15 years. The University is located in Waterloo, a mid-sized city one hour from Toronto and fifty minutes from Pearson International Airport. Consideration of applications will begin on November 28, 2008. Please send a letter of application, a curriculum vitae, and a sample of published scholarship, and arrange for three letters of reference to be sent to: Dr. Fraser Easton, Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 3G1, Canada. All qualified candidates are encouraged to apply, how- ever, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

■ **ENGLISH & DRAMA/THEATRE** — Saint Mary's University. The Department of English at Saint Mary's University invites applications for a tenure-track position for a specialist in Film and Media Studies at the rank of Assistant Professor. The appointment will start on July 1, 2009. Applicants should have a PhD or be near completion and should demonstrate strength in teaching and research. The mission of Saint Mary's University is to offer undergraduate, graduate and postgraduate education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional and international levels. In carrying out its mission, Saint Mary's University is guided by a commitment to accessibility, diversity and promoting a positive and supportive learning environment. It attaches high priority to the personal as well as intellectual development of students; to encouraging engagement with global issues; and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing or publication, graduate school transcripts. Applicants should also arrange for three letters of reference to be sent by the closing date to: Dr. Goran Stanivukovic, Acting Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is November 21, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **ENGLISH & FILM STUDIES** — Saint Mary's University. The Department of English at Saint Mary's University invites applications for a tenure-track position for a specialist in Film and Media Studies at the rank of Assistant Professor. The appointment will start on July 1, 2009. Applicants should have a PhD or be near completion and should demonstrate strength in teaching and research. The mission of Saint Mary's University is to offer undergraduate, graduate and postgraduate education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional and international levels. In carrying out its mission, Saint Mary's University is guided by a commitment to accessibility, diversity and promoting a positive and supportive learning environment. It attaches high priority to the personal as well as intellectual development of students; to encouraging engagement with global issues; and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, including evidence of teaching effectiveness, a sample of recent scholarly writing or publication, graduate school transcripts. Applicants should also arrange for three letters of reference to be sent by the closing date to: Dr. Goran Stanivukovic, Acting Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is November 21, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **ENGLISH (AMERICAN LITERATURE)** — Brock University. The Department of English Language and Literature at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin July 1, 2009. The position is subject to final budgetary approval. The Department is seeking a person with scholarly and teaching competence in American Literature, with research interests in the 19th and 20th Century American Literature. We particularly welcome applicants with expertise in African-American literature, women's literatures or transatlantic literature. Applicants should have a strong teaching record, demonstrable scholarly promise, and a PhD in hand or a defense date set. The Department of English Language and Literature offers a Master of Arts program with the field of Text/Community/Discourse. The department has a graduate program with over 500 majors. Brock University, which has some 16,000 students, is situated on the Niagara River in a peaceful, easy to drive to Buffalo and Toronto. The successful candidate will teach two courses per term plus supervisions and will contribute to a vibrant research culture. The deadline for completed applications is January 9, 2009. Applicants should submit a letter of application accompanied by a curriculum vitae, and should arrange for the submission of three letters of reference. Applications (in hard copy) should be sent to: Professor Nets Gordon, Chair, Department of English Language and Literature, Brock University, 500 Glenridge Ave., St. Catharines, Ontario, L2S 3A1, Canada. The Department is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal persons, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one of the designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/hr/careers/SelfIdentification.pdf> and include the completed form with their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the university's website www.brocku.ca. Information on the Department of English Language and Literature can be found at www.brocku.ca/english.

■ **ENGLISH (RHETORIC WRITING)** — Brock University. The Department of English Language and Literature at Brock University invites applications for a probationary tenure-track position at the rank of Assistant Professor to begin July 1, 2009. The position is subject to final budgetary approval. The Department is seeking a person with expertise and research in Rhetoric and Writing, with specialization in rhetorical theory and criticism, genre or discourse analysis, or language theory. Applicants should have a strong teaching record, demonstrable scholarly promise, and a PhD in hand or a defense date set. The Department of English Language and Literature offers a Master of Arts program with the field of Text/Community/Discourse. The department has a graduate program with over 500 majors. The Department offers a BA in English and Writing, Rhetoric, and Discourse Studies. Brock University, which has some 16,000 students, is situated on the

Tenure-Track Position Analysis

DEPARTMENT OF MATHEMATICS AND STATISTICS

» Competition Number: VPA-MAST-2007-005

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and is making a number of tenure-track appointments.

The Department invites applications for a tenure-track Assistant Professor position in Analysis. While outstanding applications from all areas of analysis are welcome, preference may be given to applicants with publications in the area of analysis on manifolds or geometric analysis.

Applicants must have an earned doctorate and an excellent publication record in Analysis. Candidates should have some teaching experience and the skills required to become an excellent teacher.

Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program.

The closing date for applications will be January 16, 2009. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to: **Head of Department, VPA-MAST-2007-005, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, NL, A1C 5S7 Canada**. E-mail: mathstat@mun.ca; Internet: www.math.mun.ca.

You MUST use the code VPA-MAST-2007-005 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.



Dean, Faculty of Arts and Social Sciences

Dalhousie University invites applications and nominations for the position of Dean of the Faculty of Arts and Social Sciences.

Established in 1818, Dalhousie University, with approximately 15,500 students and 12 Faculties, is one of Canada's top research and teaching universities and is the largest university in Atlantic Canada. Located in Halifax, it is known for the range and excellence of its teaching programs and is recognized as "the research powerhouse of Atlantic Canada." Halifax is the largest city in Atlantic Canada and affords its citizens an outstanding quality of life.

The Faculty of Arts and Social Sciences is Dalhousie's largest Faculty. Most of its Departments are housed in the Marion McCain Arts and Social Sciences Building. There are thirteen Departments (Classics, English, French, German, History, International Development Studies, Music, Philosophy, Political Science, Russian Studies, Sociology and Social Anthropology, Spanish and Theatre) and a Multidisciplinary Studies Centre. The Faculty is a leading partner in Dalhousie's new College of Sustainability. Dalhousie University has a unique relationship with the University of King's College, with much of King's teaching being delivered through the Faculty of Arts and Social Sciences. Currently, the Faculty offers about 35 undergraduate programs, 10 MA programs and 8 PhD programs. In 2006-07 there were over 200 professors and 3,500 undergraduate and graduate students. For more information, visit www.arts.dal.ca.

The successful candidate will have an outstanding academic record, strong achievements in teaching, research and scholarly activities and service, demonstrated administrative and management capabilities in a collegial university setting, and experience in budget management and resource allocation. The Dean will also be an excellent communicator with an understanding of interdisciplinary teaching and research, and educational innovation, and be committed to the success of all students and staff. The Dean will provide vision and dynamic leadership in continuing to recruit outstanding students and faculty and in realizing the evolving priorities of the Faculty and the University.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Review of candidates will begin in November 2008, and the new Dean is expected to take office on July 1, 2009. Please respond in confidence to the address below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
deanfadsal@wasearch.com

Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com



CAREERS CARRIÈRES

Niagara Escarpment within an easy drive to Buffalo and Toronto. The successful candidate will teach two courses per term, which will include a course from among our vibrant Academic Writing courses, plus support search culture. The deadline for completed applications is January 9, 2009. Applicants should submit a letter of application accompanied by a curriculum vitae, and should arrange for the submission of three letters of reference. Applications (in hard copy) should be sent to: Professor Neta Gordon, Chair, Department of English Language and Literature, Brock University, 500 Glenora Ave. St. Catharines, Ontario, L2S 3A1, Canada. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates: Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/fu/conserv/SelfIdentification>, off includes the completed form with their application. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the university's website www.brocku.ca, information on the department of English Language and Literature can be found at www.brocku.ca/english.

ENGLISH, FILM & MEDIA STUDIES – Saint Mary's University. The Department of English at Saint Mary's University invites applications for a tenure-track position for a specialist in Film and Media Studies at the rank of Assistant Professor. The appointment will start on July 1, 2009. Applicants should have a PhD or be near completion and should demonstrate strength in teaching and research. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's University is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging employment with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, (including evidence of teaching effectiveness), a sample of recent scholarly writing or publication, graduate school transcripts. Applicants should also arrange for three recent letters of reference to be sent by the closing date to: Dr. Goran Stanivukovic, Acting Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is November 21, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

ENGLISH, MODERN & CONTEMPORARY DRAMA – Saint Mary's University. The Department of English at Saint Mary's University invites applications for a tenure-track position for a specialist in Modern and Contemporary Drama at the rank of Assistant Professor. Applicants should also have expertise in Theatre and Performance Studies. An ability to teach playwrighting would be considered an asset. The appointment will start on July 1, 2009. Applicants should have a PhD or be near completion and should demonstrate strength in teaching and research. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full time and part time students; to carry out

research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's University is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging employment with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier, (including evidence of teaching effectiveness), a sample of recent scholarly writing or publication, graduate school transcripts. Applicants should also arrange for three letters of reference to be sent by the closing date to: Dr. Goran Stanivukovic, Acting Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is November 21, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

ENVIRONMENTAL FINANCE – University of Waterloo. The University of Waterloo invites applications for a tenure-track position in environmental finance at the level of Associate Professor or Professor in the Centre for Environment and Business (CEB), one of five academic units in the Faculty of Environment. The selected candidate will hold a research Chair created in partnership with Export Development Canada (EDC), partici-

pate in undergraduate and graduate level teaching of subjects related to the areas listed below, and supervise graduate students. Opportunities exist for broad collaborations across the University. More information about the nature and content of this position, the Faculty of Environment, and CEB may be found through links at <http://www.environment.uwaterloo.ca>. Financial "tools" and disciplines have a vital role to play in leading businesses into a new era of profit with sustainability and conscience-oriented initiatives. As a leading architect of such tools, the Export Development Canada Chair will be expected to focus on one or more of the following areas: 1. Environmental finance products, tools and services; 2. Carbon finance and economics, or other approaches to environmental assets; 3. International capital projects, risk and contribution to sustainable development; 4. Financial performance, sustainability performance, and non-financial disclosure; 5. Sector governance and codes. Applicants should have a PhD, a demonstrated record of excellence in research and the potential to develop an internationally recognized interdisciplinary research program in environmental finance. The search committee will begin to review applications on December 1, 2008 and will continue accepting applications until the position is filled. Please send enquiries, and applications consisting of a letter of intent, curriculum vitae, copies of recent publications, a statement of research and teaching interests, and names and contact information of four referees to: Dr. Steven B. Young, Director, Centre of Environment & Business, Faculty of Environment Studies, University of Waterloo, 200 University

Avenue W, Waterloo, Ontario, Canada, N2L 3G1, e-mail: sbyoung@uwaterloo.ca, Tel: 519-888-4567 x38419. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ENVIRONMENTAL STUDIES – University of Winnipeg. The Environmental Studies Program at the University of Winnipeg invites applications for a Program Director (Associate or Full Professor), who will serve for an initial five-year term with the possibility of reappointment. The successful appointee will be expected to oversee the development of new undergraduate and graduate degree programs, foster and mentor faculty

teach, and manage day-to-day operations of the program. Preparation of course schedules and budgetary management of the program will be part of the duties, as is participation in campus governance and community engagement. An important part of governance will be participating in the development and operations of the new Richardson College for the Environment and ensuring the Environmental Studies program will meet



McGill

Assistant Professor in International Relations Department of Political Science

The Department of Political Science invites applications for a tenure-track position at the Assistant Professor level in the area of International Relations, with a specialization in international political economy, broadly understood.

The Department seeks applicants whose research is theoretically and empirically informed, who possess strong training in qualitative and/or quantitative and/or formal methods, and who can teach effectively at the undergraduate and graduate levels. An applicant's record of performance must provide evidence of outstanding research potential.

Candidates should have already completed the PhD or be very near completion. Applicants should include a curriculum vitae, graduate transcript, three letters of reference,

a sample of written work and materials pertinent to teaching skills. The position start date is August 1, 2009.

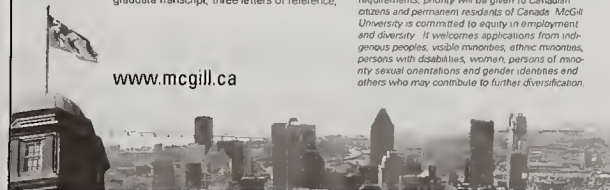
Review of applications will begin in **January 2009** and will continue until the position is filled. For more information about the Department and University, visit our web site at www.mcgill.ca/politicalscience

Please forward supporting materials to:

Professor Richard Schultz
James McGill Professor and Chair
Department of Political Science
McGill University
955 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

www.mcgill.ca



Assistant/Associate Professor Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for a probationary tenure-track or tenure-track appointment at the rank of Assistant or Associate Professor, to commence July 1, 2009. This appointment is subject to budgetary approval.

The Faculty is particularly interested in scholars having demonstrated research and teaching interests in tax law and policy, and also able to teach in private law subjects. A demonstrated ability to research and teach in other areas may also be considered. A suitable candidate will hold an LL.B. or J.D. degree and a relevant graduate degree.

The closing date for applications is **January 9, 2009**

Applications, including a resume, university transcripts and the names of three referees, at least one of whom must be an academic referee, should be forwarded to:

Dean Phillip Saunders
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Tel. (902) 494-2114
Fax (902) 494-1316
OR
Applications may be made by e-mail, addressed to:
lawdean@dal.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Alternative Access employer. The University encourages applications from qualified, Aboriginal persons, persons with a disability, racially visible persons and women.

<http://law.dal.ca>



concept to creation

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

TENURE-TRACK FACULTY POSITIONS

Biology

The Department of Chemistry and Biology is in a phase of dynamic growth, both at the undergraduate and graduate levels. Ryerson offers an M.A.Sc. program and a new PhD program in Environmental Applied Science and Management, and an M.Sc. program in Molecular Science. New faculty members will have the opportunity to supervise students in these graduate programs.

The Department invites applications for two tenure-track positions in Biology at the Assistant Professor level, subject to funding availability. Outstanding candidates may be appointed at the Associate Professor level.

Ecology/Evolutionary Biology: The new faculty member will have a PhD, post-doctoral experience, and an outstanding research record in Evolutionary Biology, Population Genetics, or Ecology using molecular approaches. Expertise in computational biology is an asset.

Molecular Genetics/Molecular Biology: Consideration will be given to candidates interested in developing a research program that employs advanced biochemical and molecular technologies using a cell culture system or a non-vertebrate eukaryotic model organism to address key questions in these fields.

The successful applicants will complement a Department with strengths in Environmental Biology, Microbial Ecology, and Molecular Biology. Model research organisms in the Department currently include invertebrate animals, algae, plants (Brassicaceae, corn, beans), eukaryotic animal cells lines, prokaryotes, and viruses. New faculty members are expected to demonstrate excellence in teaching and research, establish strong, independent, externally funded research programs, and contribute to the growing teams of researchers in the Department. The candidates will be expected to teach at both the undergraduate and graduate levels, and contribute to the graduate program in Molecular Science.

Interested candidates should send a curriculum vitae, a statement of research interests, a statement of teaching interests and examples of up to three recent publications, and arrange to have three letters of reference submitted directly to: Dr. Darreck Hay, Chair, Department of Chemistry and Biology, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. The selection committee will start reviewing applications after December 15, 2008. Although applications will be accepted until the positions are filled, only those received by the review date will be guaranteed full consideration.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self identify. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

Faculty of
**Engineering,
Architecture
and
Science**



Chair Department of Mechanical Engineering

The Department of Mechanical Engineering at McGill University invites applications for the position of Department Chair. An innovative, dynamic leader with a bold vision for Mechanical Engineering is sought. Applicants must have an exemplary record of achievements in research, teaching and service commensurate with appointment as a tenured Full Professor.

The McGill Faculty of Engineering is currently going through an extraordinary period of renewal and growth. The Department of Mechanical Engineering consists of 30 full-time professors, 665 undergraduate students and 202 graduate students. Its academic staff includes many world-renowned researchers with prestigious Canada Research Chairs, Industrial Research Chairs and professional awards and distinctions. For more information, see <http://www.mcgill.ca/mecheng/>.

www.mcgill.ca

Qualified applicants are invited to submit a resume, names and contact information for at least three references, and a statement outlining the candidate's vision for the future of the Department, to:

Dean Christophe Piere
Faculty of Engineering
McGill University
382 Macdonald Engineering Building
817 Sherbrooke Street West
Montreal, Quebec H3A 2K6, Canada
E-mail: engsearch.engineering@mcgill.ca

Applications will be accepted immediately, and will be reviewed on a continuing basis until the position is filled.

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary will be negotiated according to qualifications and experience. Membership, or eligibility for membership, in a Canadian professional engineering association is a requirement.

CAREERS CARRIÈRES

national accreditation and certification standards in the future. The University of Winnipeg is committed to excellence in research and undergraduate teaching. Its Environmental Studies Program envisions a world of excellence, founded in 1970, is one of the first interdisciplinary environment programs in Canada. Excellent opportunities exist for collaborations with other Winnipeg-based institutions, including the University of Manitoba, Freshwater Institute, and National Research Council Institute for Biodiagnostics, and for supervision of graduate students and postdoctoral fellows. The Program is eagerly anticipating the move to a state-of-the-art LEED-certified science complex, scheduled to be completed in 2010. The ideal candidate will provide energy and long-term commitment to contributing to develop Environmental Studies as a Centre of Excellence at the University of Winnipeg. The ideal candidate will have a strong

record of research and teaching excellence and be able to demonstrate a passion and commitment towards working in an interdisciplinary program. The position is tenure stream at either the Associate or Full Professor level depending on experience and qualifications. We welcome applications in any area of environmental science, however, candidates with expertise in environmental modeling, forestry, climate change or land use research will be given preference. Applicants will also have the ability to co-ordinate the effectively chair the Environmental Studies Advisory Committee. Applicants must hold a PhD in an appropriate discipline, postdoctoral experience is preferred. We expect the successful candidate to maintain a strong externally funded research program, as well as a strong teaching program focusing on regional and Canadian issues. Applications (hardcopy

only) should include a curriculum vitae, a statement of research and teaching interests, and samples of relevant reprints, and three confidential letters of reference (hardcopy only) to be sent to Dr. Richard Westwood, Acting Director, Environmental Studies Program, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. The closing date for applications is January 31, 2009, with a starting date of July 1 or September 1, 2009. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Hiring of new faculty is subject to budgetary approval.

■ **EUROPEAN, RUSSIAN & EURASIAN STUDIES** – Carleton University. The Institute of European, Russian, and Eurasian Studies in the Faculty of Public Affairs at Carleton University invites applications for a five-year term appointment at the rank of Assistant Professor commencing July 1, 2009. The position requires a completed PhD or expected in 2009, evidence of high-quality research, and good teaching potential. Applicants' fields of expertise may include economics, political economy, economic sociology, or a related field (which may be an economically-oriented subfield within disciplines other than economics). In addition, a regional specialization in Central and Eastern Europe, particularly in the area of the expanded EU, is preferred. The successful candidate would be expected to teach courses on European economic integration and on the post-communist economic transition, and will have demonstrated ability to relate his or her research and teaching to approaches in other disciplines. The successful candidate offers primary support to the EU/ European Studies stream of the Institute's programs, including participation in the Institute's core interdisciplinary seminar for MA students. Applicants are requested, by January 9, 2009, to forward a letter of application, a curriculum vitae, a teaching portfolio or evidence of teaching performance, or a statement of teaching philosophy to: Andrea Chandler, Director, Institute of European, Russian, and Eurasian Studies, 1306 Durlin Tower, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6; andrea.chandler@carleton.ca. Applicants should also arrange to have three letters of reference sent to the same address by the same date. For more information on the Institute, see <http://www.carleton.ca/eus>. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications of Canadians and permanent residents will be given priority.

■ **FAMILY RELATIONS & APPLIED NUTRITION (COUPLE & FAMILY THERAPY)** – University of Guelph. The Department of Family Relations and Applied Nutrition invites applications for a tenure track associate or assistant professor position in family relations and human development to begin July 1, 2009. Responsibilities include teaching at the undergraduate and graduate level, supervising Couple and Family Therapy clinical training, participating in strong MSc and PhD programs in Family Relations and Human Development (with MSc specialization in CFT) and building a vigorous research program. Applicants should hold a PhD in family sciences, couple/marriage and family therapy, psychology, social work, or a related field. The successful candidate will hold Clinical Membership and Approved Supervisor or Supervisor Candidate status in the American Association for Marriage and Family Therapy. Research and teaching interests in sexuality (sex therapy and/or qualitative methodologies) may be an asset. The Department of Family Relations and Applied Nutrition, Couple and Family Therapy, and Applied Human Nutrition, and Masters of Applied Nutrition, and PhD programs in Family Relations and Human Development. All application material, including cover letter, curriculum vitae and names of three referees, should be submitted by January 15, 2009 to Dr. Joseph Tindale, Interim Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1, Tel: 519 824 4120, Ext. 6321; Fax: 519 766 0991. More information about the Department can be found at <http://www.family.uoguelph.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budgetary approval.

■ **FAMILY RELATIONS & HUMAN DEVELOPMENT (ADOLESCENCE/EARLY ADULTHOOD)** – University of Guelph. The Department of Family Relations and Applied Nutrition invites applications for a tenure track assistant professor position in family relations and human development to begin July 1, 2009. Responsibilities include teaching at the undergraduate and graduate level, participating in strong MSc and PhD programs in Family Relations and Human Development and building a vigorous research program with an applied focus in adolescence and/or early adulthood. Applicants should hold a PhD in family sciences, sociology, anthropology, or a related field. Research and teaching interests in qualitative or quantitative methods, statistics, health or applied field experience may be an asset. The Department of Family Relations and Applied Nutrition offers undergraduate majors in Child, Youth and Family, Adult Development, Families and Wellbeing, and Applied Human Nutrition, M.Sc. programs in Family Relations and Human Development, Couple and Family Therapy, and Masters of Applied Nutrition, and PhD programs in Family Relations and Human Development. All application material, including cover letter, curriculum vitae and names of three referees, should be submitted by January 15, 2009 to Dr. Joseph Tindale, Interim Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1, Tel: 519 824 4120, Ext. 6321; Fax: 519 766 0991. More information about the Department can be found at <http://www.family.uoguelph.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budgetary approval.

■ **FAMILY RELATIONS & HUMAN DEVELOPMENT (HUMAN SEXUALITY)** – University of Guelph. The Department of Family Relations and Applied Nutrition invites applications for a tenure track assistant professor position in family relations and human development to begin July 1, 2009. Responsibilities include teaching at the undergraduate and graduate level, participating in strong MSc and PhD programs in Family Relations and Human Development and building a vigorous research program with an applied focus dealing with an area of specialty. Applicants should hold a PhD in family sciences, sociology, anthropology, human development, psychology or a related field. Research and teaching interests in qualitative or quantitative methods, statistics, health or applied field experience may be an asset. The Department of Family Relations and Applied Nutrition offers undergraduate majors in Child, Youth and Family, Adult Development, Families and Wellbeing, and Applied Human Nutrition, M.Sc. programs in Family Relations and Human Development, Couple and Family Therapy, and Masters of Applied Nutrition, and PhD programs in Family Relations and Human Development. All application material, including cover letter, curriculum vitae and names of three referees, should be submitted by January 15, 2009 to Dr. Joseph Tindale, Interim Chair, Department of Family Relations and Applied Nutrition, University of Guelph, Guelph, Ontario, N1G 2W1, Tel: 519 824 4120, Ext. 6321; Fax: 519 766 0991. More information about the Department can be found at <http://www.family.uoguelph.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budgetary approval.

■ **FINANCE** – University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Finance, for appointments beginning 2009. Rank is open. A Chair Professorship is possible for an outstanding senior candidate. Candidates for tenured positions should have established reputations for high-quality research and teaching, and an interest in contributing to our graduate programs. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2009 we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. Finance faculty members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in finance and actuarial science across the University. For further information, visit <http://www.iqfi.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in finance (in collaboration with the department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at <http://sai.uwaterloo.ca>. The University of Waterloo encourages applica-

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CAUT BULLETIN

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tions from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample electronically. In addition, three referees should send letters directly to: The Director, Graduate Admissions, University of Waterloo, c/o Heidi Campbell, hcid@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ **FINANCE** — Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for two tenure-track positions in Finance, one at the Assistant Professor level and the other at Assistant or Associate Professor level. The positions will begin on July 1, 2009. Candidates should possess a PhD in Finance. Candidates who are ABD will be considered if nearing completion. Candidates should possess strong teaching skills and a commitment to research excellence. The position involves teaching at both graduate and undergraduate levels. All areas of finance will be considered. The Sobey School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. The Sobey School is located in a modern facility providing state of the art technology for classrooms. Excellent database resources are provided for research, including access to Datastream, Bloomberg, Compustat and Global Vantage. Saint Mary's is located in the heart of historic Halifax, Nova Scotia. Halifax is the major commercial centre on Canada's eastern seaboard and is also a major tourist destination. There is easy access to many recreational, historical and cultural attractions. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications for this position should include a letter of interest, curriculum vitae, recent working papers or publications, teaching evaluations (if available), and the name and contact information for three referees. Applications should be sent to: Chairperson, Department of Finance, Information Systems & Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, www.sobey.smu.ca. Review of applications will begin December 1, 2008 and continue until position is filled.

■ **FRANÇAIS** — Université de la Saskatchewan. Le Département des langues et linguistique de l'Université de la Saskatchewan sollicite des candidatures pour un poste de professeur/adjointe. La date d'entrée en fonction est le 1er juillet 2009. Les candidats doivent détenir un doctorat en études françaises et être spécialistes du domaine de la littérature française du 19e siècle/ou de celui de la poésie française du 20e siècle. Une expertise ou un intérêt dans les domaines de la traduction de français au français et de la linguistique appliquée serait un atout. Le département cherche des candidats qui possèdent une excellente maîtrise du français et de l'anglais et qui ont le potentiel de contribuer à une maîtrise en études françaises. Ces candidats doivent avoir un dossier de publications et un plan prometteur de recherche dans leur domaine, avoir fait preuve d'excellence dans l'enseignement et posséder de solides qualités en matière de relations humaines (veuillez indiquer votre statut). Pour plus de renseignements veuillez consulter notre site web: <http://www.artsandscience.usask.ca/langues/>.

■ **FRENCH** — University of Saskatchewan. The Department of Languages and Linguistics of the University of Saskatchewan invites applications for a full-time tenure-track position at the Assistant Professor level in French, effective July 1, 2009. Candidates must hold a PhD in French studies and specialize in French 19th century literature and/or 20th century French poetry. Experience or interest in English translation into French and applied linguistics will be an asset. The successful candidate will have native or near-native fluency in French and English and will demonstrate potential to contribute to the MA program in French. The department is seeking researchers with a strong record and promising program of research, proven excellence in teaching as well as excellent interpersonal skills. For the complete advertisement, please refer to our website: <http://www.artsandscience.usask.ca/langues/>.

mitted to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **GERMAN** — University of Waterloo. The Department of Germanic and Slavic Studies at the University of Waterloo invites applications for a newly endowed position, the *Roger Honourable John George DeLankar Memorial Chair in German Literary Studies*. The Department is seeking an outstanding scholar whose research and teaching focuses on major literary works and authors of the German language. We are looking for candidates who are innovative thinkers and recognized leaders in their fields with an outstanding record of achievement in research and teaching. The Chair's mandate is to stimulate interest in German-language literature on local, national, and international levels through research, teaching, and outreach. Appointment

will be at the Associate or Full Professor rank, as appropriate. This appointment will be tenured; salary will be commensurate with qualifications and experience. Germanic and Slavic Studies at the University of Waterloo offers programs leading to the BA, MA, and PhD in German; approximately a third of all graduate German degrees in Canada are granted by the University of Waterloo. The department's German program is currently staffed by 8 tenured professors with expertise in German and Austrian literature (18th-20th centuries), German language film, and applied linguistics. The department is also home to the Waterloo Centre for German Studies, an endowed research institute that operates a range of intellectual and cultural programming. With a student population of 22,000 and six Faculties, the University of Waterloo has been rated the most innovative university in Canada for 13 years.

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In a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo, with a population of 500,000 and a rich German-Canadian heritage. The area enjoys one of the fastest growth rates in Canada. The Department will be pleased to receive nominations and applications for this prestigious position. Nominations should be sent to the Department Chair. Applications, including a cover letter, curriculum vitae, and the names of three referees, should be sent directly to: Dr. James M. Siskind, Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: 519 888 4567, x33687; Fax: 519 746 5243; E-mail: skind@uwaterloo.ca; Web: germanicandslavic.uwaterloo.ca/d/germanic; bakkerchair. Electronic applications are preferred. The department will begin reviewing applications after January 15th, 2009. The

position will remain open until it is filled, and the starting date is negotiable. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **GERMAN/LINGUISTICS** — University of Saskatchewan. The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a full-time tenure-track position at the Assistant Professor level in German and Linguistics, effective July 1, 2009. Applicants must hold a PhD in a relevant area, possess native or near-native fluency in German and English, demonstrate a strong record and promising programme of research, as well as excellence in teaching. Preferred areas of research

Director - School for Studies in Art and Culture

The School for Studies in Art and Culture, Carleton University, invites applications for a tenured faculty position in Art History, Film Studies or Music, who will also serve as Director of the School for a five-year renewable term beginning July 1, 2009. Candidates should possess an appropriate advanced degree, hold the rank of associate or full professor, and have a significant track record as a prominent scholar in one of the three disciplines housed in the School, a proven record of strength in teaching, and strong administrative experience in an academic environment.

In keeping with the current collaborative governance model, the new Director will help strengthen collegial relations and effective communications among faculty, administrative staff, and students. Duties will include the active promotion of the School both within the Faculty and to senior administration, as well as interaction with a variety of arts organizations in the larger community. A willingness to engage in fundraising activities will be important.

Situated within the Faculty of Arts and Social Sciences, the School houses undergraduate and postgraduate degree programs in the disciplines of Art History, Film Studies, and Music. It has a complement of 28 full-time faculty members and eight support staff,

with an enrolment of approximately 650 undergraduate students and 50 graduate students, and currently offers disciplinary B.A., B.Mus., and M.A. programs. A number of its faculty members are cross-appointed to the Institute for Comparative Studies in Literature, Art and Culture, which offers an interdisciplinary Ph.D. in Cultural Mediations. Additional graduate programs are being considered. Further information on the School may be found on its Web site: www.carleton.ca/ssac/index.html

Please forward your letter of application and detailed curriculum vitae, and have three referees forward their letters of reference directly to: Dr. John Osborne, Dean, Faculty of Arts and Social Sciences, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6.

Review of applications will commence on Wednesday, January 7, 2009, and continue until a suitable candidate has been identified.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

Director, Assessment and Program Evaluation Competition 2008-S11-BB

The Northern Ontario School of Medicine (NOSM) is inviting exceptional candidates to apply for the position of Director, Assessment and Program Evaluation. As an organization the Medical School is committed to achieving its vision, mission and values through a strategic plan articulated through a series of strategy documents that provide the context for specific operational plans within the School. Among those operational plans are the inclusion of a systematic and comprehensive program for the assessment of student progress and the evaluation of program effectiveness at NOSM.

Environment

The Northern Ontario School of Medicine is a joint initiative between Lakehead and Laurentian Universities. With campuses in Thunder Bay and Sudbury, the School has multiple teaching and research campus sites distributed across the Northern Ontario, in large and small communities. The school contributes to improving the health of people in Northern Ontario.

Responsibilities

This position reporting directly to the Associate Dean, Undergraduate Medical Education, is responsible for providing expertise and direction in the continued development, refinement and implementation of a student assessment and program evaluation component of the Northern Ontario School of Medicine. The Director is also responsible for providing leadership required to integrate assessment development into all aspects of the curriculum development process and for providing supervision, leadership and guidance to the assessment and evaluation team.

For a more complete job posting, please visit the:

"Career Opportunities" section of our web site at <http://www.nosm.ca>

Qualifications

A Ph.D. with experience in assessment and evaluation or a Masters degree in Education specializing in assessment, evaluation, psychometric, educational measurement or related fields from a recognized university are required. The applicant must qualify for a faculty appointment in an appropriate Division of NOSM. A minimum of five years related experience in successively responsible positions in higher education related specifically to assessment and evaluation is required. A minimum of two years supervisory experience is also required. It is desirable for the candidate to have experience in medical education or related field, and significant experience with distributed learning and e-curriculum. Team leadership experience is a requisite. The successful applicant will be knowledgeable of emerging trends in assessment and evaluation and the tools related to undergraduate medical education as well as emerging trends in e-curriculum. Awareness of and knowledge about emerging trends in distributed learning environments and best practices in all of these areas of responsibility is important. In addition, the successful candidate will be able to work independently and collaboratively as part of a team in a highly technological environment and understand the need for and development of appropriate assessment and evaluation tools for the School.

Salary and Benefits

This position will be tenure track with faculty rank and teaching work load of 2.0 credits (40%). Sixty percent (60%) of the appointment will be in the Office of the Associate Dean for Undergraduate Medical Education in the Director position. The Northern Ontario School of Medicine offers a competitive salary commensurate with qualifications, comprehensive pension and benefits package.

Application Procedure

Applications will be reviewed on an ongoing basis and will continue until the position is filled.

A letter of application accompanied by a curriculum vitae and the names of five references quoting competition # 2008-S11-88 should be sent to:

Northern Ontario School of Medicine
935 Ramsey Lake Road, Sudbury ON P3E 2C6
Attention: Human Resources
Email: Human.Resources@nosm.ca
Fax: (705) 671-3880

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

www.nosm.ca

Northern Ontario
School of Medicine

La section des Carrières > Travail Académique.ca

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focus are German language acquisition and modern German language studies. Expertise in other areas of German studies, Applied Linguistics and Linguistics would be an asset. For the complete ad, please refer to the department's website: <http://ers.nrsandscience.usask.ca/languages/employment.php>

GESTION – Université McGill. La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint/dominant axés à la performance, pour des termes limités de professeur-adjoint (carré gouge spéciale) et de professeur-adjoint dans les domaines de la comptabilité, finance, gestion générale, gestion de l'information, sciences de la gestion (gestion

des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, et/ou une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion Desautels compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes

(copies) obtenus au Vice-doyen – affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2009. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill soutient à l'échelle en matière d'emploi.

GLOBAL ENVIRONMENT OF BUSINESS – University of Western Ontario. The Richard Ivey School of Business at the University of Western Ontario seeks candidates for a position as a tenure-track Assistant Professor. In the area of Global Environment of Business. The ideal candidate will contribute to the group's research focus on the interaction between firms and their external institutional environment, as well as to one of the school's four cross-enterprise centres (<http://www.ivey.uwo.ca/centres.html>). The school will consider candidates from several disciplines, including economics, strategy and political science. S/he should demonstrate the ability to publish in the highest quality academic outlets. Candidates should also have the ability to successfully teach in core undergraduate and/or MBA courses using a case/discussion format. The teaching focus of the group includes managerial economics, public policy, international business and non-market strategy. Links to practice through consulting and/or past work experience are an advantage. We will also consider outstanding candidates for tenured Associate and Full Professor, Limited Term and Visiting appointments. The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School's major activities include a highly regarded MBA program and undergraduate program; a well established doctoral program active in most major areas of management, as well as an expanding portfolio of programs for executives, including an expanding Executive MBA delivered in Canada and Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. Candidates must have a PhD or be close to completion. This position is subject to budget approval. Applicants should have fluent written and

oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The submission deadline is December 31, 2008 although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at www.ivey.uwo.ca/faculty/Career_Opps.htm and www.ivey.uwo.ca/EmailFacultypositions@ivey.uwo.ca

GREEK HISTORY – Wilfrid Laurier University. The Department of Archaeology and Classical Studies invites applications for a tenure stream position at the rank of Assistant Professor, effective July 1, 2009, subject to budgetary approval. We are seeking a candidate with a research specialty in Greek history (including social history). The successful applicant will also be expected to teach undergraduate courses in Greek history, culture and language, and to participate in the new MA program in Ancient Mediterranean Cultures (offered jointly by WLU and the University of Waterloo). Candidates should have completed the PhD, or be near completion. Applicants should submit a letter of application, curriculum vitae, a writing sample, a teaching dossier, and the names and contact information for three professional referees in hand copy to Professor Judith Fletcher, Chair, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Ontario, N2L 3C5 by January 30, 2009. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty

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HEALTH STUDIES & GERONTOLOGY – University of Waterloo. Applications are being accepted for the Schlegel Research Chair in Aging, a tenure-track position at the Assistant or Associate Professor level in Geriatrics and Gerontology in the Faculty of Applied Health Sciences at the University of Waterloo. This position offers an exceptional research opportunity with research funding, research support, and a reduced teaching load. It involves a full-time faculty appointment in one of both the Department of Recreation and Leisure Studies and Health Studies and Gerontology, together with a formal link with the RBC Schlegel Research Institute for Aging (RIA; see <http://www.the-ria.ca>). The successful applicant will join a well-established team of researchers and educators working in the Murray Alzheimer Research and Education Program (MAREP; see <http://marep.uwaterloo.ca>). MAREP is an innovative program that adopts a partnership approach and integrates research and educational activities in order to promote dementia care practices and policies for individuals, families, and communities in Canada and globally. MAREP is also a major division within the RIA, a university affiliate which promotes research relevant to aging in both community and long-term care settings. The RIA provides a vibrant environment, with opportunities for research in 8 established continuums of care, and supports the translation of knowledge to practice. The successful candidate will have strong competencies in social, behavioural, psychological, and/or health research and in undergraduate and graduate teaching, with a completed doctoral degree in Health Studies, Recreation and Leisure Studies, Gerontology or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education). The preferred candidate will have demonstrated expertise in dementia and dementia care in one or more of the following areas: therapeutic recreation/activity interventions and prevention in dementia, socio-cultural approaches

to dementia, dementia care and support in community and long-term care settings, and/or participatory action approaches to research, education and program and policy development related to dementia. Expertise in both quantitative and qualitative methodologies would be an asset. Salary range will be commensurate with qualifications and experience. Anticipated start date is July 1, 2009, but the position will remain open until a suitable candidate is found. A covering letter, curriculum vitae and three letters of reference directly from referees should be sent to Dr. Sue Shew, Chair of the Advisory Committee on Appointments, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be accepted until the position is filled. Further information about the Faculty and the Departments of Recreation and Leisure Studies and Health Studies and Gerontology can be found at <http://www.ahs.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

HISTORY – University of Lethbridge. The Department of History at the University of Lethbridge invites applications for one or more tenure-track positions at the rank of Assistant or Associate Professor, in any of the following historical fields: East Asia with the emphasis on Japan and the ability to teach China, Africa, Latin America, or the Islamic World. Scholars who study any of these fields in a comparative context will also be considered. The position(s) will begin on 1 July 2009, are subject to budgetary approval. A PhD at or near completion is required. The successful candidate will be expected to teach a variety of undergraduate courses. An ability to teach a course in historiography and an interest in teaching graduate students will be an asset. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. New faculty

Athabasca University

Specializing in distance and online education, Athabasca University offers university education to approximately 37,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position:

Assistant/Associate Professor, Economics School of Business

The Faculty of Business is seeking an Economics faculty member for a tenure-track position at the Assistant or Associate level. The incumbent will be part of a highly motivated team advancing technological boundaries in business education and global delivery of our online graduate and undergraduate business degrees. Applicants should have a consistent publication record in research or in the case of recent PhD graduates, demonstrable potential for such research. Preference will be given to candidates with expertise in financial economics theory. All educational credentials must be recognized in Canada.

Please refer to the full job profile on our web site at: www1.athabasca.ca/hr/careers.

This is an AFUA tenure-track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package which includes annual research and study leave.

Further information about this position may be obtained from Dr. David Annand at (780) 675-6193 or via e-mail: david.a@athabasca.ca.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees by quoting competition #A01022. Applications should be e-mailed to the Human Resources Advisor, Human Resources at resume@athabasca.ca. This competition will remain open until a suitable candidate is found; however, the selection committee will begin reviewing applications February 28, 2009.

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities. www.athabasca.ca



CANADA'S OPEN UNIVERSITY



Assistant Professor Pharmacy Skills Lab College of Pharmacy

Applications are invited for a 0.5 FTE, 3 year limited term faculty appointment within the College of Pharmacy, Faculty of Health Professions, Dalhousie University. The appointment will be at the Assistant Professor level with an opportunity for re-appointment after three years. Applicants must hold a BSc(Pharm) degree and either a Master's degree or a PhD (or equivalent). The preferred candidate must be licensed as a pharmacist in the Province of Nova Scotia by March 31, 2009. The preferred candidate will have a background in community or hospital pharmacy practice and maintain an active practice in one of these areas. Teaching experience is a distinct asset.

Primary responsibilities will include teaching in the pharmacy skills lab and problem-based learning components of the undergraduate curriculum. The successful candidate will integrate, develop, and coordinate fundamental pharmacy skill competencies and curricular components in all four years of the pharmacy skills lab. Overall administration of the skills laboratory will be within the responsibility of this position.

Evaluation of applications will begin January 1, 2009; applications will be received until the position is filled. Applicants should include a cover letter, curriculum vitae, and names and full addresses of three referees. Applications are to be directed to:

Appointments Committee
College of Pharmacy
Dalhousie University
Halifax, Nova Scotia B3H 3J5
Canada

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women. For more information, visit the Employment Equity web site at www.employmentequity.dal.ca

DIRECTOR
School of Nursing

Reporting to the Vice-President (Academic), the Director of the School of Nursing is responsible for providing visionary strategic and administrative leadership during this time of significant growth and change for the School. The successful candidate is a transformational leader who will bring progressive administrative experience, preferably within a post-secondary environment, an exemplary record of teaching and scholarly activity and a demonstrated ability to lead during a time of change at both the operational and strategic levels. An earned doctorate in nursing or a related field is preferred; an equivalent combination of education and experience will be considered.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority.

Should you be interested in learning more about this unique leadership opportunity please contact Kelly Baron or Carol Robinson at 604-998-4032 or forward your up-to-date CV, a letter of introduction and the names and contact information for three referees. In confidence, to info@hwest.ca. For more information please visit our website at www.hwest.ca. We will respond to all who express interest.

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A leadership recruitment firm

CAREERS CARRIÈRES

members are eligible to apply for university funding. In support of research and scholarly activities. The position is open to individuals given to Canadian citizens and permanent residents of Canada. The University offers a competitive and permanent position with excellent benefits and encourages applications from qualified women and men including persons with disabilities and persons of visible minorities and Aboriginal persons. Mounts, University offers a sunny day climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 8,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University, please visit our web site at www.yorku.ca. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and at least three references who can attest to your course outlines and teaching evaluations, and names of at least three referees who are scholars in the field. Send this material and arrange for three referees of reference to be mailed directly to: Dr. Heidi MacDonald, Chair, Department of History, The University of Alberta, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2541; Fax: (403) 382-5108. Alternatively, you may send the application material electronically via e-mail at heidi.macdonald@ualberta.ca. The closing date for applications is January 31, 2009.

■ HUMAN RESOURCES & MANAGEMENT — McMaster University. The DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level in the Human Resources & Management (HR&M) Area, starting on July 1, 2009. The candidate's PhD should be completed Canadian or more of the following areas: Labour Relations, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates with research interests in Macro HR areas such as Human Resource Planning and Strategy, Employee Compensation/Reward Systems, and Workforce Diversity Management. Our research interests include both the graduate and undergraduate levels (with likely opportunities for teaching some EMBA classes) and doctoral thesis supervision. Salary will be commensurate with academic qualifications, teaching, and applied experience. The Area encompasses the broad disciplines of Organizational Behaviour, Human Resource Management, and Industrial Relations. Most faculty members in the Area hold external research grants (totaling almost \$2 million). Recent publications by area members have appeared in such journals as *Academy of Management Journal*, *Advances in Industrial and Labour Relations*, *Human Relations*, *Industrial Relations*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behaviour*, *Organizational Behaviour and Human Decision Processes*, *Personnel Psychology*, *Business Industries*, *Industrial Relations*, and *Strategic Management Journal*. Members of the Area have good working relationships with the business community, providing consulting, educational and other services as well as press comments. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dean Paul Bates, DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4; Email: deanbates@mcmaster.ca; Fax: (905) 528-0852. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity, a diverse faculty and staff, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ KINESIOLOGY & HEALTH STUDIES — York University. Applications are invited for a tenure-track appointment, at the Assistant or Associate Professor level, in muscle physiology, commencing July 1, 2009 or January 1, 2010, subject to budgetary approval. The area is molecular muscle physiology, preferably with an emphasis on stem (i.e. satellite) cells. Duties of the position will include: the development of a strong research program, undergraduate and graduate teaching, the supervision of graduate students in Kinesiology & Health Sciences (MSc and PhD), as well as academic service responsibilities. The present Ocular and Masters Graduate programs address health-related aspects of integrative physiology, motor control, biomechanics, psychology and fitness sciences. Further information about the School is given in the enclosed leaflet at www.kinesiology.yorku.ca and www.yorku.ca/ka/hs. A PhD (or equivalent) is required. Candidates must demonstrate excellence in undergraduate teaching. The successful applicant will be required to teach human physiology and/or exercise physiology at the undergraduate and graduate levels. A review and promising publication record in refereed journals is essential. High priority will be given to candidates who will be able to develop a productive research program supported by external funding, and one that can contribute significantly to York's Departmental Muscle Health Research Centre. Eligibility for immediate appointment to the Faculty of Graduate Studies is essential. Applicants should send a curriculum vitae, a covering letter stating their research goals, three relevant resumes, and the names of three potential referees to: Dr. Ian Jacobs, Chair, School of Kinesiology & Health Science, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. In addition to this hard copy document, resumes should be emailed to: kindschall@yorku.ca. The deadline for receipt of all submitted materials is January 09, 2009. The position is in York University's new Faculty of Health which is educating future global leaders about re-

defining and advancing health and human science (<http://www.health.yorku.ca>) through the Vision of the School of Kinesiology & Health Science is to become Canada's leading academic centre for the creation, dissemination and integration of knowledge about physical activity and its consequences to health, health sciences and society. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/aa/ops or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ LIBRARIAN — York University. York University Libraries invites applications for the position of Archivist with the Clara Thomas Archives & Special Collections. The successful candidate will be responsible for the stewardship of digital assets including the management of born-digital records and the creation of digital collections from analog documents (such as sound and moving image recordings, photographs and textual materials), as well as processing records in a wide variety of other media. This is a tenure-track position for an archivist with up to three years of postgraduate experience. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected. The Clara Thomas Archives & Special Collections is a department of York University Libraries holding over 700 metres of university records, over 2,000 metres of private and institutional papers and an extensive collection of non-textual materials. Special Collections has over 20,000 volumes of printed Canadiana, including Canadian pamphlets. Additional information on holdings and services can be found at: <http://www.library.yorku.ca/cm/ArchivesSpecialCollections/index.htm>. Responsibilities: The Archivist works within a collaborative and team environment. The incumbent will be responsible for identifying and innovative individual who demonstrates leadership in the creation, development, maintenance and support of digital archival holdings. He/she will be closely involved with the Digital Initiatives Librarian to develop and implement policies and procedures for the capture, storage and long-term accessibility of these holdings. Working with the Web Librarian, the successful candidate will provide leadership in the development, management and maintenance of the department's

web presence. He/she will show leadership in the development and implementation of a communications/outreach plan for the Clara Thomas Archives and Special Collections. Assists the Head with securing grants and other funding to support digital projects. He/she will be regularly involved in the provision of reference and research services as well as in the appraisal, acquisition, arrangement, RAB-based description, and physical processing of private papers and university records. Will participate in instruction of undergraduate and graduate students in the use of archival holdings. The incumbent will be committed to scholarship, professional development and service

Qualifications: 1. Master's in archival studies from a graduate programme conforming to the Association of Canadian Archivists' Guidelines for the Development of a Two-Year Curriculum for a Master's of Archival Studies, or M.A. (or equivalent) with concentration in professional archival education; 2. Up to three years of professional archival experience in an established archive, preferably in an academic setting; 3. Demonstrated experience in using computer applications for the management of archival holdings and the creation of digital documents for outreach via virtual exhibits, blogs etc; 4. Awareness of current trends and issues in archives, including RAB and EAD;

ed experience in the creation of promotional materials for cultural programming (preferably archives); 5. Demonstrated knowledge of media conversion technologies; 6. Demonstrated knowledge of the creation and management of electronic records; 7. Demonstrated project management skills; 8. Excellent oral and written communication and instruction skills; 9. Excellent organizational, analytical and interpersonal skills; 10. Ability to work independently and in collaboration with others; 11. Ability to manage a complex workload in a timely, effective manner with minimum supervision; 12. In-depth knowledge of current trends and issues in archives, including RAB and EAD;

14. Knowledge of French is an asset. Librarians at York University have academic status and are members of the York University Faculty Association bargaining unit (<http://www.yuifa.org/>). The appointment, to commence March 1, 2009, is subject to bargaining approval. Salary and benefits are competitive. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/aa/ops or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Campus resources include an on-site



Assistant Professor, Anatomy

The Division of Anatomy in the Faculty of Medicine invites applications for a tenure-track position at the Assistant Professor level. We seek an individual capable of teaching human gross anatomy to medical and dental students with full dissection laboratories. The ability to teach embryology, histology and neuroanatomy will be an added advantage. The successful candidate will be expected to carry a substantial teaching load and engage in individual or collaborative research in any one of the anatomical disciplines or in the field of medical education.

Applicants must have an MD and/or PhD degree and significant experience in teaching all aspects of human anatomy, as well as a proven track record in independent or collaborative research.

The Division of Anatomy is primarily a teaching Division with responsibilities for teaching human anatomy to undergraduate and postgraduate students across campus. The Division of Anatomy also teaches postgraduate clinical anatomy courses to residents and fellows from a variety of clinical disciplines and specialties. We are dedicated to innovation and excellence in

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

the teaching of anatomy and to the advancement of knowledge through research in basic and clinical anatomy, neurosciences, development, functional morphology and educational technology.

Interested candidates should submit a letter of application, an up to date curriculum vitae and teaching dossier as well as a two-page statement outlining your teaching philosophy and research interests. Three reference letters should also be forwarded. Please send your application package by February 28, 2009.

Interested applicants may apply to:

Dr. Anil H. Walji
Director, Division of Anatomy
Faculty of Medicine & Dentistry
5-05B Medical Sciences Building
University of Alberta
Edmonton, AB Canada T6G 2H7



Vice-President Academic and Provost

York University will be celebrating its 50th anniversary in 2009 and is moving enthusiastically into its next stage of development as a globally recognized, leading academic institution. York is a community of faculty, students, and staff committed to academic excellence, collegial self-governance, social justice, access, and diversity. It is renowned for its interdisciplinary research and teaching; it is home to visionary research of international significance, as well as excellent teaching in pure, applied, and professional fields. Located in the Greater Toronto area, York is a dynamic, metropolitan, and multicultural model of twenty-first century Canada, with over 50,000 students, 7,000 faculty and staff, and 200,000 alumni worldwide.

The Vice-President Academic and Provost reports to the President and is responsible for institutional leadership in planning, policy development, and implementation of new and existing academic programs. In conjunction with the Senate and the President, the Vice-President sets the academic goals of the University and establishes priorities in terms of University objectives. In fulfilling these responsibilities, the Vice-President works closely with the eleven Faculties and Libraries, and the Offices of President, and Vice-Presidents Finance and Administration, Research and Innovation, and Students. The Vice-President Academic and Provost is the senior Vice-President and plays a significant role in the allocation of resources in support of the academic enterprise. Please visit www.yorku.ca for additional information about the University.

In addition to a strong personal record of achievement in research and teaching, the ideal candidate will possess outstanding organizational, interpersonal and communication skills to meet the needs of a dynamic and complex academic environment. The competencies required by the successful candidate include institutional leadership and vision, superior personal effectiveness, above-average financial acumen, decisiveness, the ability to implement and support innovation and institutional change, and the effectiveness to inspire and inform wide-ranging internal and external communities. Candidates will be attracted to a campus culture based upon principles of collegiality, openness and teamwork.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. York University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Review of candidates will begin in December 2008, and the new Vice-President Academic and Provost is expected to take office on July 1, 2009. Please respond in confidence to the address below.

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CAREERS CAREERS

dynamic centre, a women's centre, a race and ethnic relations centre, a sexual harassment centre, initiatives to support of sexual and gender diversity, and a wellness centre. York University encourages attitudes of respect and non-discrimination toward persons of all ethnic and religious groups, regardless of gender or sexual orientation. Preference will be given to applications received before January 5, 2009. Applications including a covering letter inquiring qualifications to requirements of the position, a current curriculum vitae and the names of three referees should be sent to: Chair, Architectural Committee, York University, Scott Library, Room 310, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Phone: (416) 736-5453; Fax: (416) 736-5451. Applications should be sent by mail, or by fax with a hardcopy following. We will not accept applications sent by e-mail!

M

MANAGEMENT — McGill University. Applications are invited for anticipated tenured/assistant professorships, limited term appointments as Assistant Professor (special category), and Visiting Professor (special category). Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and

research record. The Desautels Faculty of Management has over 70 full-time faculty and offers B.Com., M.B.A., and Ph.D. degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean-Academic, Desautels Faculty of Management, 1003 Shearbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2009. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MANAGEMENT SCIENCES (INFORMATION SYSTEMS) — University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering, computer science, or a related field. Individuals in any area of Information Systems are encouraged to apply, but we are particularly seeking those with interests in human computer interaction, data mining, telecommunications management or topics at the interface of operations research and computer science. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a

professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MMSc, MASC and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at <https://www.manisci.uwaterloo.ca/OAFS/>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: mjewe@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo. The Department of Management Sciences at

the University of Waterloo invites applications for a full-time, professional appointment at any level: assistant, associate or full, to begin May 2009 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering or a field related to applied operations research. Current research interests areas in the department include Energy, Healthcare, Logistics and Supply Chain Management and Optimization. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modelling. Industrial experience is highly desirable. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MMSc, MASC and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in Operations Research, Management of Technology and Information Systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is short-listed. Applications are to be submitted electronically at <https://www.manisci.uwaterloo.ca/OAFS/>. Consideration of candidates will continue until the positions are filled. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: mjewe@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

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MATHEMATICS (ACTUARIAL SCIENCE) — University of Waterloo. Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track position in Actuarial Science at the Assistant Professor level. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science at the University of Waterloo include topics including probabilistic and statistical modeling in risk theory, insurance, pensions, and investment. Research interests in Actuarial Science in Finance. Additional opportunities for collaboration at UW can occur through the Centre for Advanced Studies in Finance (<http://www.arts.uwaterloo.ca/ACF/finance/casf.htm>), the Institute of Insurance and Pension Research (<http://www.stats.uwaterloo.ca/stats-research/insurpen/>), and the Institute for Quantitative Finance and Insurance (<http://www.iqfi.uwaterloo.ca/>). Applicants must have proven ability in potential for research, in addition to good teaching and communication skills. Outlets include undergraduate and graduate teaching, and the development of independent research programs. The salary offered will be commensurate with qualifications and experience. The closing date for applications is December 31, 2008. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS (ACTUARIAL SCIENCE) — University of Waterloo. Statistics and Actuarial Science at the University of Waterloo invites applications for a limited-term position in Actuarial Science in Finance. Applicants with a PhD degree are preferred, although those with a Master's degree will also be considered. Successful candidates must be committed to excellence in teaching. Successful applicants may be eligible for reappointment to a second term. The closing date for applications is December 31, 2008. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however Canadian



McGill

Assistant Professor in Computational Biology School of Computer Science

The School of Computer Science at McGill University wishes to invite applications for a tenure-track position at the assistant professor level, to begin August 1, 2009. Applicants for senior positions are also welcome. We are searching for a computational biologist who is interested in one of the following areas: algorithms in biomaterials, machine learning/statistical inference in biomaterials, dynamical models in biomaterials, and biomaterials database and system design. Applicants should have a strong computational or mathematical background.

Biomaterials at McGill University has greatly expanded over the past eight years and candidates would benefit from the world class medical school and biomedical research programs. The McGill Centre for Biomaterials is comprised of approximately 16 members who are involved in large scale projects that include (but are not limited to) areas such as genomics, epigenomics, functional genomics, proteomics, single cell imaging, structural biology, chem-informatics,

clinical informatics, modelling in physiology, and evolution.

Complete pdf format applications, including a curriculum vitae, a list of publications with copies of two sample reprints, a research statement as well as a teaching statement, and the names and e-mail addresses of three referees should be sent to biosearch@cs.mcgill.ca.

Applications should arrive before **January 15th** to be assured full consideration.

McGill University is the top-rated research university in Canada. It is located in the heart of vibrant, multicultural Montreal. More information on the School may be found at <http://www.cs.mcgill.ca>. For information on the McGill Centre for Biomaterials, see: <http://www.mcgill.ca/mcib/contact>

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

www.mcgill.ca



GILBREA CHAIR IN AGING & MENTAL HEALTH AT MCMASTER UNIVERSITY

McMaster University, one of Canada's leading research-intensive universities, invites applications for the Gilbrea Chair in Aging and Mental Health. The successful applicant will be a scholar recognized internationally for his or her work on social aspects of aging and mental health.

The successful candidate will be a social scientist who is cross appointed between the Faculties of Social Sciences and Health Sciences in a department appropriate to the individual. The Chair will be expected to establish a trans-disciplinary end-inter Faculty research program in the area of aging and mental health and to play a key role in the development of the Gilbrea Centre for Studies in Aging by fostering research, partnership, outreach, education and knowledge transfer.

McMaster University already has significant strength in the area of aging and health. Instruction is centred in the Department of Health, Aging and Society (<http://www.socsci.mcmaster.ca/hes-dept/index.cfm>) and in the McMaster Centre for Gerontological Studies (<http://www.socsci.mcmaster.ca/gerontology/>). Among the current research activities, we note that McMaster is a co-ordinating site for the Canadian Longitudinal Study on Aging (CLSA) (<http://www.clr-rsc.gc.ca/e/22982.html>) that it hosts the multi-disciplinary Social and Economic Dimensions of an Aging Population (SEDA) Research Program (<http://socsci.mcmaster.ca/sedap/>) and is a major centre for research in the cognitive neurosciences, specifically in the areas of aging and vision and vision cognition (<http://www.science.mcmaster.ca/psychology/>).

Applicants are invited to submit their curriculum vitae and the names of three references to:

Dr. Margaret Danton
Chair, Selection Committee
Department of Health, Aging & Society
KTH 226
McMaster University
1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4

The closing date for applications is **February 27, 2009** or until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.



CANADA RESEARCH CHAIR (TIER II) IN GLOBAL HUMAN SECURITY COLLEGE OF SOCIAL & APPLIED HUMAN SCIENCES

Appointment in a single department or across 2 of the 5 departments in CSAHS
<http://www.wcsahs.uoguelph.ca/academic>

The University of Guelph is seeking applications or nominations for a Tier II Canada Research Chair in Global Human Security at the level of Assistant or Associate Professor. The CRC program was established by the Government of Canada to enable Canadian Universities to foster world-class research excellence in the global, knowledge-based economy. Information on the Canada Research Chair program is available at www.chairs.gc.ca.

The successful candidate will develop a research program that fits with the emphasis on global human security with attention to related themes such as the fundamental human rights of access to food, shelter and health care with attention to issues of sustainability in the face of global climate change, economic volatility and unstable political systems. The candidate's research program will be original, innovative, and of high quality.

The University's Strategic Research Plan (http://www.uoguelph.ca/research/facts/strategic_research_plan.html) emphasizes globalization studies within the university theme of cultural transformation and social change. Globalization and diversity is one of five research themes in the College of Social and Applied Human Sciences. Details about the College, its research strategy and Faculty are available at <http://www.wcsahs.uoguelph.ca/research/cshs-research>.

Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They should have a strong ability to attract excellent graduate students and have demonstrated potential for excellence in teaching at both the graduate and the undergraduate level. A commitment toward interdisciplinary research would be an asset. Candidates must have a PhD obtained within the last 10 years with experience in a related discipline. Disciplinary background is open but the successful candidate must be appointable within a single department or across two departments in the College. The appointment will be tenure-track at the rank of Assistant or Associate Professor, with reduced teaching responsibilities.

Applicants should send a curriculum vitae, a brief (1-2 page) five year research program plan, and a record of teaching effectiveness along with the names, addresses, e-mails, telephone and fax numbers of three referees by mail to Dr. Kerry Daly, Associate Dean (Research), Room 105, Macdonald Institute, University of Guelph, Guelph, Ontario, N1G 2W1 or by e-mail to csahsrd@uoguelph.ca.

Enquiries can be made by telephone to (519) 824-4120 extension 52699, or by fax to (519) 766-4797. Review of applications and nominations will begin on January 15, 2009 and will continue until the position is filled.

The position is subject to review and final approval by the CRC Secretariat. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with the Canada Research Chairs Program and the best fit with the college and university research strategies.

All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Guelph's commitment to employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.



CAREERS CARRIÈRES

iplinary connections with other units and programs, in particular World Literature and Culture Studies, Film, and our BAA (Bachelor of Applied Arts), an articulated degree offered in collaboration with the New Brunswick College of Craft and Design (NBCCD). The successful candidate will hold a doctorate and a record of research and publication in an appropriate area and will have a functional awareness of substantial technical aspects of Multimedia. In addition to teaching and research, the successful candidate will be expected to contribute to service and administration in the department. This is an exciting opportunity for a candidate who is

interested in innovative curricular development in an emerging and expanding field of study. Currently, there is no graduate-level program, but there are opportunities for involvement in Interdisciplinary Master's level study. Review of application will commence on January 30, 2009. Please send cover letter, curriculum vitae (including a list of publications), a teaching portfolio, and arrange for three letters of reference to be sent to: Alan Reed, Chair, Culture & Language Studies, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3, Canada. Email: russ@unb.ca. All qualified candidates are encouraged to apply; however, Canadians

and permanent residents will be given priority. Applicants should indicate current citizenship status. THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

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■ NANOTECHNOLOGY ENGINEERING—University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate,

and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectrometry, fluids) and nanosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the departments they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario

N2L 3G1, Canada. E-mail: nanotech@uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been ranked as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

■ NEUROBIOLOGY—McGill University. A position for a Research Associate is available in the laboratory of Dr. Laura S. Stone at McGill University to direct pre-clinical studies of low back pain. The successful candidate will design and perform experiments, support the daily operation of the laboratory, mentor trainees, and contribute to manuscript and grant writing. The candidate must hold a PhD degree in a field related to neuroscience with 3 or more years of related post-doctoral experience developing and validating novel pre-clinical models of human chronic pain conditions. Ability to communicate in both French and English is an advantage. Please send cover letter and CV to laura.s.stone@mcgill.ca.

■ NURSING—University of New Brunswick. The University of New Brunswick, Faculty of Nursing invites applications from qualified individuals for a faculty position in the BN Program in Bathurst. This is a full time tenure track faculty position at the rank of either Senior Instructor or Assistant Professor, beginning July 2009. Teaching responsibilities will include classroom instruction in a relevant area of practice. In addition, teaching

responsibilities will include clinical instruction, supervision of clinical practice or coordination of clinical placement in surgical, medical or pediatric settings. As a member of the Faculty of Nursing, the successful candidate may also be appointed to the Graduate Academic Unit in Nursing, with some teaching responsibilities in the MN Program. In the Professional ranks, research and scholarship are expected. Qualifications: Baccalaureate preparation in Nursing and Master's degree are required. A Master's degree in Nursing is preferred. The PhD is required in the professional rank. Candidates must possess a demonstrated ability to teach in practice and classroom settings and through distance learning. Evidence of a developing research program is also an expectation in the professional ranks. Registration or eligibility to obtain registration with the Nurses' Association of New Brunswick is required. Teaching experience in a university setting is a significant asset. The Faculty of Nursing offers baccalaureate programs preparing nurses to work with individuals, families, and communities guided by the principles of caring, social justice, and primary health care. The BN Program is delivered in Fredericton, Moncton, Bathurst, Saint John, and in collaboration with Humber College in Toronto. The MN Program prepares nurses in advanced practice, with concentrations in advanced practice as nurse practitioner, clinical nurse specialist or nurse educator. The University of New Brunswick, Faculty of Nursing is committed to the principle of employment equity. We are strongly committed to promote diversity within our community and welcome applications from visible minorities, men, Aboriginal persons, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. Application packages including cover letter and CV should be directed to: Dr. Janice L. Thompson, Dean and Professor, Faculty of Nursing,

Tenure-Track Position Organizational Behaviour/ Human Resource Management

FACULTY OF BUSINESS ADMINISTRATION
AACSB International Accredited

» Competition Number: VPA-BUSI-2008-004

Applications are invited for a tenure-track faculty position in organizational behaviour/human resource management at the rank of Assistant or Associate Professor with a proposed commencement date of July 1, 2009. Salary will be commensurate with qualifications and experience, as stipulated by the Collective Agreement.

The Faculty of Business Administration is placing an increased emphasis on high-quality research. The Faculty launched a doctoral program in Operations and Information Management in September 2007, and will expand the program into the area of Organizational Behaviour/Human Resource Management in September 2009.

The successful applicant will be expected to teach undergraduate and graduate courses, support the Faculty's recently approved PhD specialization in OB/HRM, and conduct research in related areas. Applicants should have completed a PhD in a relevant discipline and have a demonstrated commitment to teaching and research in a university environment. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.)

The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca.

Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to deanfb@mun.ca, quoting the competition number referenced above. Deadline for receipt of applications is December 19th, 2008. Filing this position is subject to budgetary approval. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail deanfb@mun.ca.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



Jarislowsky Chair in Corporate Governance

The John Molson School of Business of Concordia University invites applications for the first appointment of the Jarislowsky Chair in Corporate Governance. The search is open to candidates at the Associate Professor or Professor level.

Applications from any area of business administration are encouraged to apply. We seek candidates with exceptionally strong and internationally recognized research records, outstanding teaching abilities and high visibility within the business and/or non-profit communities. Candidates should have demonstrated an ability to successfully conduct research on the governance performance nexus. Research areas may include securities regulation and public policy, the structure effectiveness and decision making of boards of directors, executive compensation, corporate ownership and multiple voting shares structures, shareholder activism, ethics in governance, top management succession planning, and/or financial reporting and auditing (the list is not exhaustive).

Additional selection criteria would include successful teaching experience, in particular working with research fellows and graduate students. Experience in the actual governance of private, non-profit and/or public organizations would be a distinct advantage. The chairholder is expected to assume a leadership role within the John Molson School of Business in spearheading its governance teaching and research agenda. The chairholder is also expected to work closely with the Institute for the Governance of Private and Public Organizations, a joint Concordia University-HEC Montreal initiative. Salary will be commensurate with qualifications and experience. Communication skills in French would be considered an asset.

The Jarislowsky Chair in Corporate Governance is sponsored by the Jarislowsky Foundation which was established by Mr. Stephen Jarislowsky. Mr. Jarislowsky is currently Chairman and CEO of Jarislowsky Fraser Limited, one of Canada's leading portfolio and investment managers, as well as a founding director of the Canadian Coalition for Good Governance, a forum for institutional investors managing more than \$1.4 trillion in investments.

As one of the largest and oldest business schools in Canada, the John Molson School of Business offers AACSB accredited programs at the undergraduate, MBA, Executive MBA, M.Sc. and PhD levels. With a reputation for innovative and practical teaching, its students regularly excel in national and international competitions while its faculty members enjoy national and international reputations, built upon successful publication and research grant records. The business school enjoys strong business support for its research and programs. In 2009, the John Molson School of Business will be moving into its new, 15-storey, LEED certified building that will be equipped with leading edge teaching and research technologies.

This appointment will be in effect starting June 1, 2009. Applicants should send a curriculum vitae and a statement of research interests and arrange for three letters of reference to be sent to:

Dr. Sanjay Sharma
Dean
John Molson School of Business
Concordia University
1455 de Maisonneuve Blvd. West, GM 403
Montreal, Quebec
Canada
H3G 1M8

All applications and supporting documentation must be received by January 23, 2009.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

More information about the school can be found at johnmolson.concordia.ca



UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications

FACULTY OF ARTS

Tenure-Track Positions

In the Departments of Geography, Journalism, Justice Studies.

FACULTY OF KINESIOLOGY & HEALTH STUDIES

Tenure-Track Positions

In the areas of Recreation and Sport Administration, Motor Control/Neural Integration of Human Movement, and Therapeutic Recreation and/or Adapted Physical Activity.

FACULTY OF SCIENCE

Tenure-Track Position

In the Department of Computer Science (Canada Research Chair Tier 2).

FACULTY OF SOCIAL WORK

Tenure-Track Position

In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

CAREERS CARRIÈRES

University of New Brunswick, PO Box 4400, Fredericton, NB Canada, E3B 5A3; Phone: 506 458 7625; Fax: 506-447-3057; Email: hr@unb.ca

■ NURSING — University of New Brunswick
The Faculty of Nursing of the University of New Brunswick is seeking applications from qualified individuals for the position of BN Program Director on the Moncton Campus. The successful candidate will be responsible for the instructor stream of teaching and administrative responsibilities beginning July 2009. The BN Program Director provides administrative leadership to the faculty staff and students of the Moncton campus while also teaching in the BN program. Areas of administrative responsibility include enrollment management and planning, advancement related to academic progression and student advancement, as well as management of student recruitment and orientation.

The administrative responsibilities of the BN Program Director involve consultation and close working relationships with community/professional stakeholders in Moncton. The BN Program Director collaborates with the Dean of Nursing regarding human resource management on the Moncton Campus. Teaching responsibilities will include classroom instruction in relevant areas of practice, and/or supervision of clinical practice or coordination of clinical placement. As a member of the Faculty of Nursing, the Program Director participates in governance and decision-making in the Faculty, contributing regularly to University service. Qualifications: Bachelor's preparation in Nursing with a nursing degree are required. A Master's degree in Nursing is preferred. Registration or eligibility to teach is required with the provincial Association of New Brunswick is required. The successful candidate will have administrative management experience in nursing education or a related field. Teaching experience in a university setting is a significant asset. Candidates must possess a demonstrated ability to teach in practice and/or classroom settings. The Faculty of Nursing offers baccalaureate programs preparing nurses to work in a variety of specialties, and communities guided by the principles of caring, social justice, and primary health care. The BN Program is located in Fredericton, Moncton, and Saint John, and in collaboration with Humber College and The University of New Brunswick, Faculty of Nursing is committed to the creation of employment equity. We are strongly committed to promote diversity within our community and welcome applications from women, minorities, men, Aboriginal persons, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. Application packages including cover letter and CV should be directed to: Dr. Janice L. Thompson, Dean and Professor, Faculty of Nursing, University of New Brunswick, Box 4400, Fredericton, NB Canada, E3B 5A3; Phone: 506 458 7625; Fax: 506-447-3057; Email: hr@unb.ca

■ NURSING — Brock University
The Department of Nursing invites applications for a probationary/tenure-track position at the rank of Assistant Associate Professor, effective July 1, 2009. One of five departments within the Faculty of Applied Health Sciences, the Department of Nursing currently offers an accelerated BScN program in collaboration with Loyola College and a BScN Degree Completion Program with foundations on the principles of nursing in the City. The Canadian Association for Schools of Nursing has awarded Brock's nursing program a seven-year accreditation. Brock has a strong commitment to students and to the highest standards of teaching and research excellence. As a destination of choice for Ontario students, Brock has consistently been one of the highest increases in student applications among Ontario universities. Successful candidates will hold a Bachelor's degree in Nursing, a PhD in Nursing or a related discipline and a focused program of research and publications. (Candidates with a Masters in Nursing nearing completion of a PhD may be considered). We invite candidates with clinical expertise in a variety of areas. Preference will be given to candidates with expertise in acute care medical or surgical nursing. Additional preference will be given to candidates with graduate teaching experience. Applicants must be qualified for Registration with the College of Nurses of Ontario. Please send a letter of interest, curriculum vitae and three letters of reference to: Dr. Lynn Rempel, Chair, Department of Nursing, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada, L2S 3A1; Tel: 905-688-5550, ext. 4774; Fax: 905-688-6658. Closing date for applications is January 15, 2009 or until a suitable candidate is found. These positions are subject to final budgetary approval. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and invites applications from qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to be considered for application considered as a member of one or more designated groups should fill out the Self-Identification and Evaluation form at www.brocku.ca/humanresources and include the completed form with their application.

■ NURSING — University of British Columbia
The University of British Columbia School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant Professor. The successful candidate will be responsible for a nursing degree program, and has a broad tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research, and offer a range of research and academic programs at the baccalaureate, master's and doctoral level. Our newest program is a master's level Family Nurse Practitioner program designed to address population requirements for primary care. We have strong and active affiliations with health authority partners serving a diverse range of clinical practice contexts; our research collaborations involve a wide full spectrum of disciplines and sectors. The successful candidate is a recognized research-intensive health disciplines, offering programs in a full range of disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing

or a related discipline (earned or near completion), a Master's degree in Nursing (earned), and be eligible for registration with the Council of Registered Nurses of British Columbia. They will establish and pursue a program of research and scholarship in a field of their own choice, and will supervise and coordinate the work of graduate students. Successful candidates will demonstrate, or show potential for, excellence in teaching and supervision of postgraduate and undergraduate students. Please mail, email or fax your letter of application, accompanied by your curriculum vitae and one or two samples of your scholarly writing, and arrange to have three letters of reference sent to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201-2211, Westbrook Mall, Vancouver, BC, Canada, V6T 2B5; Fax: 604-822-7423; Email: directors@nursing.ubc.ca. The final date for application for these positions will be January 30th, 2009. Expected start date for these positions will be July 1, 2009 or January 1, 2010. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budget approval. Further information on the School of Nursing is available at <http://www.nursing.ubc.ca>. Information on the employment environment in the Faculty of Applied Science is available at <http://www.apsc.ubc.ca/careers>.

■ ORGANIZATIONAL BEHAVIOUR/HUMAN RESOURCE MANAGEMENT — University of Toronto
The Department of Management at the University of Toronto Scarborough (UTSC) invites applications from qualified candidates for a tenure-stream position at the rank of Assistant Professor in Organizational Behaviour/Human Resource Management. The appointment will be effective July 1, 2009. A PhD (completed or near completion) is required. Preference will be given to candidates with a strong teaching record in graduate and undergraduate courses in Organizational Behaviour/Human Resource Management. The position requires research and teaching. Candidates must demonstrate research ability and a strong potential for publication in a peer-reviewed journal. We are interested in candidates who are prepared to make a commitment to building a strong undergraduate program in Management at UTSC, and to participating in the development of doctoral programs in HRM at UTSC. The appointment will also involve participation in the activities of the Rotman School of Management. Salary will be commensurate with qualifications and experience. Additional information on the Department can be found at <http://www.utoronto.ca/~mgmt/> and the Rotman School of Management at <http://www.rotman.utoronto.ca/index.html>. Applicants should apply online at <http://www.jobs.utoronto.ca> and enter the position number and PC required; Job Number: D801357. Please ensure that you include a letter of interest, a current curriculum vitae, and an example of written work and any evidence of excellence in teaching. Three letters of reference should be sent directly to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 St. George Street, Toronto, ON, Canada, M1C 1A4. The deadline for applications is December 12, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, and persons with disabilities. Members of senior minority groups and others who may contribute to the further diversification of ideas, thought and research are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PHARMACOLOGIE ET THÉRAPEUTIQUES — Université McGill
Le département de pharmacologie et de thérapeutiques de l'Université McGill est à la recherche de 2 candidats pour participer à différents projets liés à la transmission de signaux, à la thérapie du cancer et aux bases moléculaires de la neurodégénérescence associée au glaucome, en utilisant des modèles "in vivo" et "in vitro". Les candidats doivent être titulaires d'un doctorat en biochimie, en biologie ou dans un domaine connexe et avoir une expérience d'au moins 5 ans comme chercheur postdoctoral. Les candidats doivent avoir des compétences théoriques et des habiletés pratiques dans les domaines de la transmission du signal, de la culture cellulaire, de la biologie moléculaire, de la biochimie et de l'immunohistochimie ainsi qu'une expérience de travail avec des animaux modèles, in vivo, et plus spécifiquement sur le système visuel. Une expérience en neurosciences et/ou en oncologie sera un atout. Les personnes intéressées sont invitées à envoyer leur profil de compétences, leurs lettres de recommandation, et de bonnes compétences organisationnelles. Les personnes intéressées sont priées de soumettre leur curriculum vitae, une description détaillée de leur plan de recherche et de leurs réussites ainsi que les noms de leurs recommandateurs à: H. Uri Saragov, professeur adjoint, département de pharmacologie et de thérapeutiques, Université McGill, Lady Davis Institut, R. P223, 546 Pine Avenue West, Montréal, QC, H2W 1S6. Les candidatures doivent parvenir au plus tard le 15 janvier 2009. Université McGill soumettra l'équivalent d'un maître d'emploi. Conformément aux exigences canadiennes d'immigration, la prise en compte sera donnée aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

■ PHARMACOLOGY & THERAPEUTICS — McGill University
The Department of Pharmacology and Therapeutics at McGill University invites applications for 2 Research Associate positions to contribute in a variety of projects related to receptor signal transduction, cancer therapeutics, and molecular basis of neurodegenerative diseases using "in vivo" and "in vitro" models. Candidates must hold a doctoral degree in Biochemistry, Biology, or a related field and at least 5 years experience in a postdoctoral position. Candidates who have experi-

ence in Neuroscience and/or Cancer fields is an asset. Candidates should have experience in signal transduction, cell culture, molecular biology, biochemistry and immunohistochemistry. Candidates must have experience with animal models and "in vivo" work. Candidates who have experience with ocular models or in the visual system will have priority. Interested candidates should send their CV, a detailed description of past research accomplishments and future plans, as well as names of two references to: Email curriculum vitae, and the names/coordinates for a visiting Professorship in Russell

Research@gmail.com, Dr. H. Uri Saragov, Associate Professor, Department of Pharmacology and Therapeutics, McGill University, Lady Davis Institute, R. P223, 546 Pine Avenue West, Montreal, QC, H2W 1S6. Applications will be accepted until January 15th, 2009. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ PHILOSOPHY — McGill University
The Department of Philosophy invites applications for a visiting Professorship in Russell

and the History of Early Analytic Philosophy at McGill University, which houses the Bertrand Russell Archives and the Bertrand Russell Research Centre, is one of the leading centres for research on Russell's philosophy. The Visiting Professorships, one of which will be available each year, are intended for established scholars whose research would be benefited by access to the Bertrand Russell Archives for an extended period. They are tenable for either one or two semesters, and involve the obligation to present at least one paper in the Philosophy Department's Speakers Series and teach one graduate

course, preferably on the history of analytic philosophy (although a different topic may be agreed upon with the Chair of the Department of Philosophy), while undertaking research in the Russell Archives. The stipend for teaching the course is up to \$13,850.00, in accordance with the standard schedule for overload teaching for 2009/2010. It is expected that successful applicants will be on research leave from their home university during the term of their Visiting Professorship, and thus can rely on their regular leave salary for their main financial support. The closing date for applications for 2009-10 is March



Chair, Department of Electrical and Computer Engineering

Applications and nominations are invited for the position of Chair of the Department of Electrical & Computer Engineering. The Department offers undergraduate programs in Electrical Engineering, Electrical Engineering (Biomedical Engineering), Electrical Engineering (Nanoelectronics), Computer Engineering, Computer Engineering (Software), Computer Engineering (Nanoscale System Design), Engineering Physics, and Engineering Physics (Nanoelectronics). Graduate programs are provided in most areas of electrical engineering, computer engineering and engineering physics. The Department currently has 55 full-time faculty, 720 undergraduate students, and 340 graduate students in MEng, MSc and PhD programs. The Department is housed in the Electrical & Computer Engineering Research Facility (ECERF) and is home to the University of Alberta Nanofabrication facility. Further information about the Department can be found at <http://www.engineering.ualberta.ca/ecel/>.

The Faculty of Engineering at the University of Alberta is undertaking a significant expansion of its role as a leader in the provision of engineering education and the conduct of leading, internationally-recognized research. Toward this end, all departments in the Faculty of Engineering are undergoing major expansions, with a planned increase of 100 new faculty positions across all ranks currently underway. This major expansion is focused in particular on the Faculty's four strategic areas of: Energy and Natural Resources Engineering, Nanotechnology and Interfacial Engineering, Biomedical and Bioengineering, and Information and Communications Technologies.

Engineering faculty members at the University of Alberta work in an integrated, collaborative environment, where a strong focus on fundamentals is combined with extensive industrial interaction and ample opportunity for novel collaborations. Faculty members in all departments have

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Director, Alberta Centre for Sustainable Rural Communities (ACSRC)

Founded on a core partnership with the Faculty of Agricultural, Life and Environmental Sciences, the ACSRC is located at the University of Alberta's Augustana Campus in Camrose, Alberta. The ACSRC will be expected to develop a reputation for relevant, high-quality, accessible research and public programming that is politically non-partisan and committed to the well-being of rural communities.

The ACSRC is recruiting a founding Director to provide leadership in fostering interdisciplinary rural research, engaging rural communities and building strategic relationships with provincial, national and international partners. The Director must have a demonstrated ability to work effectively with diverse constituencies, successfully secure grant funding, and be instrumental in leading conferences. Additional accountabilities include supervising graduate and undergraduate research, teaching, and managing the ACSRC office.

The directorship is a senior, tenured academic appointment and is open to candidates at the associate or full professor rank. Candidates must possess a PhD in a discipline related to the work of the Centre, along with a distinguished record

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

the opportunity to collaborate with the National Research Council National Institute for Nanotechnology.

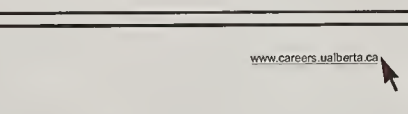
The Chair of the Department of Electrical & Computer Engineering is responsible to the Dean of Engineering for the supervision, administration and development of the academic programs, budget and all activities of the Department. We are seeking a dynamic candidate with demonstrated teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. This tenured appointment, which will be at the rank of Professor, will take effect on July 1, 2009, or as soon as possible thereafter. The successful candidate will have a PhD and must obtain, and maintain, licensure as a Professional Engineer in the Province of Alberta.

Written nominations or applications for this position, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by January 15, 2009 to:

Dr. David T. Lynch, P.Eng.
Dean, Faculty of Engineering
University of Alberta
E6-505, Engineering Teaching and Learning Complex
Edmonton, AB T6G 2V4
Email: lynn.roberge@ualberta.ca

The Faculty of Engineering has over 3800 undergraduate and 1100 graduate students, placing it in the top 5% by size of over 400 engineering schools in North America. In recent years, the Faculty has undergone significant expansion of its physical infrastructure with the addition of over one million sq. ft. of outstanding new teaching, research and personnel space. The University of Alberta is one of Canada's foremost research-intensive universities, with approximately \$500 million annually in external research funding and undergraduate and graduate enrollment exceeding 36,500.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Director, Alberta Centre for Sustainable Rural Communities (ACSRC)

of rural research, university teaching and community service. She will also preferably have experience in an international context. Visit www.careers.ualberta.ca and select Academic then the Executive and Senior Administrators category to view the full position details.

For more information on Augustana campus, the Faculty of Agricultural, Life and Environmental Sciences or the City of Camrose please consult the following websites: <http://www.augustana.ualberta.ca>; <http://www.ales.ualberta.ca>; <http://www.camrose.com>.

The position is anticipated to commence July 1, 2009. Consideration of applications will begin in January 2009; however, the position will remain open until filled. Please submit a curriculum vitae, supporting materials, and the names of three referees, to:

Dr. Roger Epp
Dean, Augustana Campus
University of Alberta
4901 - 46 Avenue
Camrose, Alberta, Canada T4V 2R3
Email: Roger.Epp@ualberta.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

CAREERS CANADÈS

15, 2009. Applicants should send a copy of their CV together with a description of the research they propose to conduct at the Research Archives to the Chair, Department of Philosophy, University Hall 310, McMaster University, Hamilton, Ontario L8S 4K1, Canada.

PHYSICAL THERAPY - University of Alberta. Applicants are invited for a full time clinical track position in the Department of Physical Therapy at the University of Alberta. Preference will be given to qualified applicants who have an interest in teaching in one or more of the following areas: neurological, cardio-respiratory, or musculoskeletal physical therapy. As a department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MSCT-PT program that integrates strong clinical and evidence based practice skills. The department also participates fully in the interdisciplinary MSC and PhD programs in Rehabilitation

Science. The Department currently consists of seventeen full time faculty members. Further information about the Department can be found at <http://www.ualberta.ca/physiotherapy/>. Applicants must be eligible for licensure with the College of Physical Therapists of Alberta and possess a minimum of a Master's degree (PhD or equivalent doctorate degree preferred). The position will support graduate level teaching and therefore teaching proficiency are required. The initial appointment is at the Assistant Professor level and will include an affiliation with a clinical facility. This teaching appointment may include an affiliation with a clinical facility. For details about the position or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta.ca or Phone: (780) 492-2869. Applications will be accepted until the position is filled. The position is available as soon as a suitable candidate is found.

Qualified applicants should send their curriculum vitae, a statement of teaching interests and the names of three (3) referees. Interested applicants may apply to: Dr. R.G. Haennel, Chair, Department of Physical Therapy, Faculty of Rehabilitation Medicine, 100-10000, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4. Phone: (780) 492-2869; Fax: (780) 492-4429; Email: Bob.Haennel@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Only suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSIOTHERAPY - Dalhousie University. The School of Physiotherapy at Dalhousie University is seeking an individual for a full-time probationary tenure track appointment at the Assistant Professor rank effective July 1, 2009. The position will be given to an applicant with research interests, and recent clinical and/or teaching experience in the areas of Neurorehabilitation or Musculoskeletal/Exercise Science. A completed PhD degree is required, as is a record of research, teaching and professional activities that demonstrates a strong promise of future academic and professional accomplishment. The successful candidate will understand the issues facing contemporary practice and will be committed to excellence in education and research. The successful candidate will join faculty committed to the strategic goals and ongoing development of the School. Opportunities exist to teach and mentor students in the professional and evidence-based programs and to participate in dynamic collaborative research. Dalhousie's School of Physiotherapy is one of 9 units within the Faculty of Health Professionals which is committed to supporting enhanced interprofessional learning and interdisciplinary research opportunities for students and faculty. The School offers an entry-level MSC (PT) program as well as a thesis-based MSC research program, both with regional, national and international linkages. Faculty are also eligible to supervise students in the Interdisciplinary PhD program. Halifax is a small, friendly city with a beautiful location on the Atlantic Ocean, with substantial lifestyle advantages related to music, theatre, festivals, ocean beaches, fishing, camping, fishing and other recreational activities. Interested applicants are asked to submit a letter of interest, curriculum vitae, and an outline of research as stated in the advertisement and Applicants must also arrange to have letters from at least three academic/professional referees sent under separate cover to the Director, School of Physiotherapy, Dalhousie University, 5860 University Avenue, Halifax, Nova Scotia, Canada, B3H 3J5; email: physiotherapy@dal.ca. Consideration of applications will continue until December 31, 2008. The position is subject to a preliminary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women and men, including persons with disabilities, racially visible persons and women.

POLITICAL SCIENCE - Wilfrid Laurier University. The Laurier Institute for Quality of Public Opinion and Policy (LIQPOP) is pleased to announce a new Post-Doctoral Fellowship, open to qualified candidates with a research interest related to public opinion. LIQPOP is located at Wilfrid Laurier University in Waterloo, Ontario (www.wlu.ca/liqpop/). Its purpose is to facilitate research that contributes to the creation, use and representation of public opinion in the policy process. In addition, the Institute monitors the practices and claims of the public opinion and interest group industries, and serves as an intellectual resource to the University and the broader community on questions and issues pertaining to those claims and practices. The LIQPOP Post-Doctoral Fellow will be expected to publish research on public opinion using, in part, data housed at LIQPOP. The specific field of research will be left to the discretion of the Post-Doctoral Fellow, who will be provided with an office in the Department of Political Science at Wilfrid Laurier. Salary and research funds will be commensurate with a SSHRC postdoctoral fellowship. The successful candidate will have the option of teaching a single upper-level course in the Department of Political Science, for which he or she will receive a stipend as determined by the existing Collective Agreement. The stipend is effective September 1, 2009, for an undergraduate course will be \$8,701 and \$7,015 for a graduate course. The Fellowship will take effect on July 1, 2009. It will be for one year, with an option to renew for a second year. Applications should include a curriculum vitae, a list of names and contact information of three referees, a one-page research proposal outlining the research project that you would be interested in conducting while working at LIQPOP. Applications should be sent directly by mail to: Dr. Brian Tangney, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, ON, N2L 3C5, btangney@wlu.ca. Initial consideration of applications will begin on April 1, 2009; however, the position will remain open until filled. We thank all respondents in advance for their interest in Wilfrid Laurier University. Please note only those selected for an interview will be contacted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to the Dean of the Faculty of Arts, David Docherty, Brian Tangney, Telephone: (519) 884-0710, ext. 3563; e-mail: btangney@wlu.ca.

PSYCHOLOGY (CLINICAL PSYCHOLOGY) - University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in our CPA and APA Accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved membership, and should be registered or eligible to register with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research, and contribute to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the Clinical Program and the Psychology Department can be found at: <http://www.psychology.uwaterloo.ca>. The solicited starting date for the position is July 1, 2009. Review of applications will begin December 1, 2008 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of teaching and research interests, and reprints of recent publications to: hr@psychology.uwaterloo.ca. They should also arrange for 3 confidential letters of reference to be sent electronically to the University of Waterloo. We encourage applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

PSYCHOLOGY (SOCIAL PSYCHOLOGY) - University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position in Social Psychology. Information about the department and the Social Psychology Division can be found at: www.psychology.uwaterloo.ca. Candidates should have an excellent record of academic scholarship. The anticipated starting date is January 15, 2009. Applications from Canadians and permanent residents will be given priority.

PSYCHOLOGY - University of Guelph. The Department of Psychology, an academic unit within the College of Social and Applied Health Sciences, University of Guelph, invites applications for a tenure track position at the assistant professor level. Applicants should have a research focus that bridges the biological and psychological aspects of health sciences; examples include cognitive neuroscience, behavioural neuroscience, health psychology, evolutionary psychology, neuropsychology, clinical neuropsychology, and health psychology. The successful candidate will be a member of the Department of Psychology with teaching duties will be split between the Department of Psychology and the core courses of the Bachelor of Science in Psychology. The Department of Psychology offers majors within the BA and BSc Programs of the Department of Psychology and has vibrant graduate programs at the masters and doctoral levels. The Bachelor of Arts and Sciences program in Psychology includes a diagnostic program in which students take core courses which are interdisciplinary, integrating perspectives drawn from the humanities, social sciences and natural sciences, as well as pursuing two minors, one from the humanities or social sciences and the other from the natural sciences. Applicants are urged strongly to visit the web site of the University of Guelph (<http://www.uoguelph.ca>) and the Department of Psychology (<http://www.uoguelph.ca/psychology/>) and the Bachelor of Arts and Sciences Program (<http://www.uoguelph.ca/bas/>). Applicants must have a PhD, experience in undergraduate teaching, and a strong record of scholarly research appropriate to an entry level tenure track position. Preference will be given to candidates who demonstrate the potential for excellence in teaching and research. Applications should include a curriculum vitae, and in teaching classes of varying sizes at the undergraduate level. All application material, including cover letter, curriculum vitae, and teaching interests, sample publications and three letters of reference should be submitted by January 30, 2009 to Dr. Harvey H. C. Marmack, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity and affirmative action program. Special measures to achieve diversity within its faculty and staff. We therefore proactively encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

PSYCHOLOGY - Brock University. The Department of Psychology at Brock University, St. Catharines, Ontario invites applications for two probationary tenure-track positions commencing July 1, 2009. Applicants should have teaching and research expertise in one of the following areas: Developmental Psychology, Personality or Social Psychology. These positions are subject to final budgetary approval. Inquiries concerning the position should be directed to Dr. Kathryn Bellick, Chair of Psychology, 905-688-5550 x3873, psych@brocku.ca. More information on Brock University can be found on the University's website: www.brocku.ca. To apply, please submit, in hardcopy, a letter of application, a curriculum vitae, recent reprints, and evidence of excellence in teaching to Dr. Kathryn Bellick, Chair of Psychology, Brock University, St. Catharines, ON, L2S 3A1, and arrange for four letters of academic reference to be sent under separate cover. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and persons with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/hr/careers/SelfIdentification.pdf> and include the completed form with their application.

RECREATION & LEISURE STUDIES - University of Waterloo. Applications are being accepted for the Schlegel Research Chair in Aging, a tenure-track position at the Assistant or Associate Professor level in Dementia and Dementia Care. In the Faculty of Applied Health Sciences, the Department of Recreation and Leisure Studies is located in Waterloo. This position offers an exceptional research opportunity with research funding from the Social Sciences and Humanities Research Council of Canada. It involves a full-time faculty appointment in one or both of the Departments of Recreation and Leisure Studies and Gerontology, together with a formal link with the RLI Schlegel-UW Research Institute for Aging (RIA) (<http://www.ria.uwaterloo.ca>). MAREP is a well-established team of researchers and educators working in the Murray Alzheimer Research and Education Centre. For more information see <http://marap.uwaterloo.ca>. MAREP is an innovative program that adopts a partnership approach to research, and supports the educational activities in order to improve dementia care practices and policies for individuals, families, and communities in Canada and globally. MAREP is also a major division within the RIA, a university-affiliated which provides research relevant to aging in both community and residential settings. The RIA provides a vibrant environment, with opportunities for research in B establishment of dementia care, and supports the translation of knowledge to practice. The successful candidate will have strong competencies in social, behavioural, psychological, and/or health research and their application to dementia and graduate teaching with a completed doctoral degree in Health Studies, Recreation and Leisure Studies, or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education). The pre-

Centre Director

Heart & Stroke Foundation

Centre for Stroke Recovery

..... a cutting edge leadership position

The Centre for Stroke Recovery is a unique organization created in 2002 in response to a bold new vision to transform research in Stroke Recovery. A virtual organization, CSR is based in Ontario and is comprised of three sites, four academic institutions, and five partners, each with a core research specialty. Collectively, these three sites cover the critical research components and create an entity much bigger than the constituent parts.

Success in the first five years has led to larger funding commitments and a bigger and more ambitious vision going forward. The new vision prompts the creation of this exciting and challenging new position.

The Centre Director will manage the Centre, provide leadership, and support to the Site Leaders and their scientific teams. The focus is on strategic direction and charting the course ahead; providing direction and inspiration to the research teams; communicating status and progress to stakeholders; fund raising; and representing CSR as required.

The CSR Board welcomes applications from visible minority group members, women, Aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until **January 30, 2009**

Interested applicants should send their CV and contact information to:

Chris Nelson,
Executive Director
Heart & Stroke Foundation Centre for Stroke Recovery
601 Golden Avenue
Ottawa, ON K2A 2E8
Office: 613-729-6618
E-mail: chris_nelson@sympatico.ca

Centre for Stroke Recovery

Tenure-Track Position

Operations Management/ Operational Research

FACULTY OF BUSINESS ADMINISTRATION
(AACSB International Accredited)

» **Competition Number: VPA-BUSI-2008-006**

Applications are invited for a tenure-track faculty position in operations management/operational research at any rank, preferably *Associate or Full Professor* with a proposed start date of July 1, 2009. Should the appointment be at the rank of Full Professor, tenure would be automatic.

The Faculty of Business Administration launched a PhD program in Operations and Information Management in September 2007. The successful applicant will be expected to support the Faculty's PhD program, conduct high-quality research, teach undergraduate and graduate courses, and supervise PhD students. Applicants must have a PhD and have demonstrated research productivity commensurate with the rank of appointment.

The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia and Mexico. Additional information about our Faculty is available at www.businessmun.ca.

Applicants are encouraged to email a copy of their curriculum vitae and the names of three referees to deanfb@mun.ca. Quoting the competition number referenced above. Deadline for receipt of applications is **January 16, 2009**.

Filing this position is subject to budgetary approval. For further information telephone (709) 737-8851 or fax (709) 737-2467 or e-mail deanfb@mun.ca.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities.

CAREERS CAREERES

Educational Development Centre Postdoctoral Fellowship in Teaching Development

Total Amount of Fellowship: \$46,500 per annum

Duties as outlined for the Postdoctoral Fellowship appointment in the Educational Development Centre (EDC): prepares and conducts workshops for Teaching Assistants; prepares and conducts workshops for faculty members; consults in small group settings and one-on-one with faculty members; prepares workshop materials as modules for future use; assists with teaching and learning events, in particular in the presentation of sessions; represents teaching and learning initiatives on committees, as needed; consults with Chairs and Directors on departmental teaching and learning needs for faculty members and Teaching Assistants; conducts research on relevant topics in teaching and learning; assists with research already being conducted at the Centre; presents research findings at conferences and/or events; publishes research findings, as appropriate; and may assist with EDC publications.

It is assumed that these duties will occupy approximately four days per week, most of the one-year term, with some times of less commitment, and the occasional week of more work.

Qualifications: strong background in research design, as applied to educational processes, objectives and outcomes; strong communication skills (verbal, written, oral); experience as a post-secondary instructor, as well as a teaching assistant; some experience developing and delivering workshops.

Applications will be accepted until January 16, 2009.

Please forward your CV and cover letter to:

Dr. Carol Miles, Director, Educational Development Centre, 410 Dunton Tower, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our university including but not limited to women, persons with disabilities, visible minorities, Aboriginal peoples, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

edc.carleton.ca



Canada's Capital University

Tenure-Track Position
Bioinformatics

DEPARTMENTS OF COMPUTER SCIENCE AND BIOLOGY

» Competition Number: VPA-COSC-2007-001

The Departments of Computer Science and Biology at Memorial University have each embarked on multi-year renewal programs. Each department currently has more than 20 tenure-stream faculty members, and supports M.Sc., Ph.D. and collaborative graduate programs. For more details, see <http://www.mun.ca/biology/Home/> and <http://www.mun.ca/compsciencel/>.

Both departments invite applications for a tenure-track position in Bioinformatics, starting no later than September 1, 2009. This will be a joint appointment between the departments. The appointment will be made at the level of Assistant Professor, with the primary appointment in Computer Science, and equal responsibility in both departments, in accordance with the terms of Memorial's Collective Agreement.

A Ph.D. in Computer Science, Computational Science, Biology, or related fields is required and post-doctoral or equivalent experience is desirable. Applicants should have experience in Bioinformatics, and be keen to do interdisciplinary work between the departments. Applicants should possess a strong research record with outstanding promise for future research, and be able to demonstrate the potential for excellent undergraduate and graduate teaching in Bioinformatics.

Applicants should submit a Curriculum Vitae, statements of research interests, teaching interests and philosophy, and up to three reprints of publications. The application should be accompanied by names of at least three referees of international standing, who are willing to provide letters of recommendation (include details on affiliations, plus phone numbers and email addresses). All material must be received by **January 15, 2009**, refer to position VPA-COSC-2007-001 in all correspondence, and submit materials to: **Dr. Wolfgang Banzhaf, Head, Department of Computer Science, Memorial University, St. John's, NL, Canada, A1B 3X5; Email:** chair@cs.mun.ca.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resumes for possible matching with other job opportunities.

Kick Start Your Job Hunt

AcademicWork.ca

■ **STATISTICS SCIENCE** — University of Toronto. The Department of Statistics, University of Toronto, invites applications for a tenure-stream appointment in the field of statistical science. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2009. We are seeking candidates with expertise in statistical science; demonstrated excellence in scholarly research; and a commitment to excellence in graduate and undergraduate teaching in statistical science. Applicants should have expertise in major areas, including biostatistics, environmental statistics, computational statistics, data mining, genetics/genomics, image analysis, industrial statistics, machine learning. Applicants are especially encouraged to apply if they have a Ph.D. or equivalent degree in statistics or a related discipline. The ideal candidate must be an independent researcher with the capability of developing a research program and undertake graduate supervision. Salary will be commensurate with qualifications and experience. For more information on the Department of Statistics at the University of Toronto, visit the department's web site at <http://www.stat.utoronto.ca>. To Apply: Candidates should submit a curriculum vitae, a covering letter outlining current and future research interests, examples of publications and a teaching statement. Candidates should also arrange for three letters of reference to be submitted directly to: Faculty Search Committee, Department of Statistics, University of Toronto, 100 St. George Street, 6th Floor, Toronto, Ontario, M5S 3G3, Canada. We encourage you to submit your application online. Please visit: <http://www.jobs.utoronto.ca/faculty>. Reference Job # 06031176. If you are unable to apply online then email your application (with resumes and send) to: statsearch@utoronto.ca. You may also send your application and other materials to the above address. To ensure full consideration of your application materials, including the recommendation letters, must be received by January 9, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **URBAN & ENVIRONMENTAL SCIENCE** — University of Waterloo. The School of Planning at the University of Waterloo, invites applications for a tenure-track position for a specialist with a focus on the interface between applied ecology and sustainable development. The ideal candidate will apply knowledge of relevant biophysical/ecological processes in any of the following areas: green infrastructure of urban regions, healthy communities or related specializations. The position requires an excellent knowledge of both urban and natural resources and possess a strong theoretical and practical understanding of environmental planning. The successful candidate will have degrees earned in both undergraduate and graduate programs including the supervision of doctoral research, and/or a Master's degree in research program in environmental planning. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications and the ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application stating career objectives, approach to teaching and research goals; a current curriculum vitae; and the names along with contact information of four referees. The successful candidate will be expected to be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for their best considered in the second stage of review. The appointment is expected to begin in September 2009 or as soon thereafter as possible. Applications must be received by March 15, 2009. Please send application package to: Dr. Clarence Woudms, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, ON N2L 3G1. E-mail: cwoudms@uwaterloo.ca. The School of Planning is part of the Faculty of Environment that includes a Department of Environment and Resource Studies, a Native Studies Centre, a Department of Environmental Management. In addition, it has a Heritage Resource Centre that undertakes computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the School and the Faculty may be found at: <http://www.fes.uwaterloo.ca/planning/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University also encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **WOMEN'S & GENDER STUDIES** — University of Saskatchewan. The Department of Women's and Gender Studies at the University of Saskatchewan invites applications for a tenure-track position for an Assistant or Associate Professor starting July 01, 2009. A Ph.D. in Women's Studies, and/or Gender Studies or a related discipline (the humanities) is required. Applicants must have demonstrated significant achievement in teaching and research. We welcome experienced, accomplished and innovative individuals, transnational and indigenous feminisms, sexualities and queer studies, memoirs and film studies and postcolonial studies. We are especially interested in receiving applications from candidates who will be involved in innovative research projects which are able to contribute to curriculum development in emerging areas of gender studies. The incumbent will be responsible for teaching a range of courses at the postgraduate level and should be able to teach an introductory course on a relational basis. Given the relatively small number of core Women's and Gender Studies faculty, it is anticipated that the successful candidate will have significant administrative responsibilities beginning in the second year of appointment. It should be noted that restructuring is in process, and at the time of application candidates should be advised whether they will remain a department or become a program within an interdisciplinary Centre for Culture and Creativity at the Division of Humanities and Fine Arts is currently developing. Formally established in 1985, the Department of Women's and Gender Studies is an interdisciplinary department consisting of three full-time faculty members and a number of part-time faculty and associate members, the latter of whom contribute to the Department in a variety of teaching and administrative ways. The department has a strong history of research in fields with seven cognate departments (Art & Art History, Economics, English, History, Native Studies, Geography and Environmental Management). In addition, it has strong connections with the Women's Studies Research Unit and organizations outside the academy. The department has identified four areas of specialization which will be developed incrementally: cultural and media studies, transnational and indigenous studies, gender studies, sexualities and queer studies. Applicants are encouraged to consult with the School's Appointment Committee by email (jan.borsari@uwaterloo.ca) before submitting an application. Deadline for receiving applications is December 22, 2008. The University of Saskatchewan is located in Saskatchewan, Saskatchewan, a growing city with a diverse and vibrant arts and cultural scene, vibrant arts community and a wide variety of leisure opportunities. The University has a number of excellent research centres, research endowments and offers a full range of undergraduate, graduate, and professional programs to a student population of over 25,000. The University is one of Canada's leading research-intensive universities. The College of Arts & Science offers a dynamic combination of programs in the humanities and fine arts, the social sciences and the sciences. There are over 8,000 undergraduate and graduate students in the College and 350 Faculty, including 12 Canada Research Chairs. The College emphasizes student and faculty research, innovation, and outreach, and many outreach and international opportunities. The successful candidate will be expected to have extensive experience in teaching and research and apply for external funds to support their research program. Applicants should send a cover letter, curriculum vitae, transcripts, evidence of teaching and research experience and apply for external funds to support their research program. Applicants should send a cover letter, curriculum vitae, transcripts, evidence of teaching and research experience and apply for external funds to support their research program. Applicants should send a cover letter, curriculum vitae, transcripts, evidence of teaching and research experience and apply for external funds to support their research program.

■ **URBAN PLANNING** — University of Waterloo. The School of Planning at the University of Waterloo, invites applications for a tenure-track position in Urban Planning that will provide an economic perspective to complement the School's strengths in infrastructure and sustainable community planning. The candidate will have expertise in areas such as: urban economics, public finance, infrastructure development and financing, land development, real estate, and regional competitiveness. Professional planning or related experience is an asset. The successful candidate will teach and advise in both undergraduate and graduate programs including the supervision of doctoral research, and carry out an active research program. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applicants should qualify for membership in the Canadian Institute of Planners. Normally, applicants must be doctoral graduates with degrees earned before September 2009. Candidates should have proven records of research or be able to demonstrate the potential for high quality research to advance towards tenure in the School. A senior level appointment requires an established record of innovative research and publications ability to attract and work with high caliber graduate students and a willingness to play a major role in the intellectual and administrative life of the School. Applications must be received in hard copy and will include a letter of application stating career objectives, approach to teaching and research goals; a current curriculum vitae; and the names along with contact information of four referees. The first stage in the review of applications will be based on the letter of application and CV. References will be contacted by the School's Appointment Committee for those being considered in the second stage of review. The appointment is expected to

ACCOMMODATIONS

■ **EDMURGH SCOTLAND** — Fully furnished 3-bedroom flat for rent from January to June 2009. Central location, close to four conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Cantwell at Brown7051748-1111@7660.Trent.Um (Email: k.chittick@brent.com or swbrown@trent.ca)

CAREERS CARRIÈRES

Royal Military College of Canada

Tenure Track Position Business Administration

The Royal Military College of Canada invites applications to the Department of Business Administration for a tenure track position at the level of Assistant Professor or Associate Professor.

The required qualifications are a PhD or its equivalent in Management/Business Administration, acceptable teaching experience in Management/Business Administration and a strong or promising record of research. Candidates must be able to teach in marketing and two of the following areas of management: international management, policy, organizational theory, accounting and finance. The successful candidate should be prepared to teach at both the graduate and undergraduate level. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages. Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

The maximum salary range is \$90,217 for an assistant professor up to \$108,863 for an associate professor per annum plus an annual Termination Allowance of up to \$5,050 for 2009/2010. Starting salary and rank will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward a cover letter quoting the following reference number: K2009001, their curriculum vitae including, a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation. The expected starting date for the position is July 2009. The closing date for applications is 31 January 2009.

Tenure Track Position Civil Engineering

The Civil Engineering Department of the Royal Military College of Canada invites applications for a bilingual tenure track position at the level of Assistant Professor with an expertise in Structural Engineering. The Department is seeking to strengthen its graduate program and to foster synergies with existing research initiatives within the Department and in collaboration with other departments and organizations. Our graduate program is accredited by OCGS and supports both military and civilian students at the masters and doctoral levels. Financial support can be obtained from within the Department of National Defence (DND), other governmental organizations, national funding agencies such as NSERC, and industry.

The required qualifications are a PhD in Civil Engineering in the area of Structural Engineering, an acceptable record of publications in the area of specialty, and acceptable teaching experience. The candidates must also be eligible for and pursue registration as a Professional Engineer. The successful candidate should be prepared to teach in his or her area of specialization as well as in other areas of Civil Engineering. Additionally, the successful candidate will be required to conduct an active research program and participate fully in the graduate program. The immediate need for the department is for a Bilingual individual who is required to have the ability to teach, read, comprehend and communicate orally and in writing in both official languages.

The position will be filled at a rank and salary level appropriate to the background qualifications and experience of the successful applicant. The salary ceiling for an Assistant Professor is \$90,217 plus an annual terminable allowance of \$5,050 and the ceiling for Associate Professor and Professor are \$108,863 and \$130,039 respectively. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Applicants will be required to send a cover letter quoting the following reference number (K2009002) as well as their curriculum vitae, a copy of their academic transcripts, a summary of research interests, three sample publications and three references. The expected starting date for the position is 1 July 2009 and the closing date for applications is 31 January 2009. For further information about this employment opportunity, candidates are invited to contact Dr. Gordon Wight (613-541-6000 ext 6604 email: Wight-G@rmc.ca) or Dr Michel Tetreault (613-541-6000 ext 6350, email:tetreault-m@rmc.ca) in the Department of Civil Engineering.

Department Head and Tenure Track Position French Studies

The Department of French Studies of the Royal Military College of Canada is seeking a new head of department. We invite applications for a tenure-track position at the level of Associate Professor, although in exceptional cases, the appointment may be made at the rank of full Professor.

The required qualifications are a PhD in the following area: French Literature of the 17th century (knowledge of didactic du français langue maternelle will be an asset), as well as a strong commitment to scholarship as reflected in publications; an active research profile; demonstrated excellence in teaching; and the capacity to work as part of a team. Duties will include serving as head of the department for a minimum of three years, as well as teaching undergraduate French courses, and being actively engaged in the life of the College. Although all teaching and departmental work are carried out solely in French, this position is officially designated as bilingual, requiring an ability to read, comprehend and communicate orally in both official languages. For information about the Department of French Studies, applicants are invited to consult the RMC web page at www.rmc.ca.

This position will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The maximum salary range for an Associate Professor and Professor are \$108,863 and \$130,039 respectively, plus an annual terminable allowance of \$5,050. Starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward a cover letter quoting the following reference number (K2009003) enclosing their curriculum vitae, a covering letter, a sample of teaching evaluations, a summary of their research interests, sample copies of publications and three letters of recommendation. The expected starting date for the position is 1 July 2009. The closing date for receipt of applications is 31 January 2009.



Dr J.R. McKay
Director, Faculty Services
The Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 4B4
James.Mckay@rmc.ca

The Royal Military College is a coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cmc.ca/cic/cic/> for further information.

Le Collège militaire royal du Canada est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux candidat(e)s de citoyenneté Canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements sur ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant : <http://www.cmc.ca/cic/cic/>.

Collège militaire royal du Canada

Poste menant à la permanence Administration des affaires

Le Département d'administration des affaires du Collège militaire royal du Canada vous invite à poser votre candidature à un poste de niveau adjoint ou de professeur agrégé menant à la permanence. Il vous faut un doctorat ou l'équivalence en gestion/administration des affaires, une expérience d'enseignement acceptable dans les mêmes disciplines et un dossier éloquent ou prometteur en ce qui concerne la recherche. Les candidats exceptionnels qui achèvent les étapes finales de leur programme de doctorat pourraient être retenus pour un poste de niveau de chargé de cours. Les candidats doivent être en mesure d'enseigner en marketing et dans deux des domaines suivants : gestion internationale, politique, théorie organisationnelle, comptabilité et finances. Le candidat retenu doit être prêt à enseigner aux études supérieures et au premier cycle. Il s'agit d'un poste bilingue pour lequel il faut être en mesure de lire, de comprendre et de communiquer verbalement dans les deux langues officielles. Si aucun candidat ne répond aux critères d'admission, une liste d'admissibilité sera constituée et pourrait servir à doter des postes semblables avec diverses exigences linguistiques. Les salaires maximaux sont de 90 217 \$ pour un professeur adjoint et de 108 863 \$ pour un professeur agrégé, plus une indemnité provisoire annuelle allant jusqu'à 5 050 \$ pour 2009-2010. Le salaire de départ sera établi en fonction de l'expérience et des compétences. La nomination sera assujettie à une période probatoire de 36 mois. Les candidats intéressés doivent envoyer une lettre d'intérêt citant le numéro de référence suivant : K2009001 avec leur curriculum vitae, y compris un exemplaire de leurs relevés de notes, un résumé de leurs intérêts de recherche, des échantillons de leurs publications et trois lettres de recommandation. Le titulaire devrait entrer en fonction en juillet 2009. La date limite pour faire parvenir les candidatures est le 31 janvier 2009.

Poste menant à la permanence Génie civil

Le département de génie civil du Collège militaire royal du Canada invite les candidatures pour un poste menant à la permanence comme professeur adjoint bilingue avec une concentration en génie des structures. Le département de génie civil cherche à renforcer son programme de deuxième et troisième cycle et à promouvoir la synergie des initiatives de recherches en cours au département et en collaboration avec d'autres départements et organisations. Notre programme de deuxième cycle est accrédité par l'OCGS et supporte les étudiants militaires et civils au niveau de la Maîtrise et du Doctorat. Du support financier peut être obtenu du MDN (Ministère de la Défense Nationale), d'autres organisations gouvernementales, agences de financement nationales tel que le CRSNG, et le secteur industriel. Les qualifications requises sont un doctorat en Génie Civil avec une concentration en génie des structures, une liste acceptable de publications dans le domaine de spécialisation et une expérience satisfaisante d'enseignement. Les candidats doivent aussi être éligibles à l'obtention d'un titre d'ingénieur professionnel et doivent s'engager à l'obtenir. Le (la) candidat(e) choisi(e) devrait être prêt(e) à enseigner dans son domaine de spécialisation ainsi que d'autres domaines du génie civil. En plus, le (la) candidat(e) choisi(e) devra activement conduire un programme de recherche et participer pleinement au programme de deuxième et troisième cycle. Les besoins immédiats du département sont pour un(e) candidat(e) bilingue ayant l'habileté d'enseigner, de lire, de comprendre et de communiquer oralement et par écrit dans les deux langues officielles. Ce processus de sélection pourra aussi être utilisé pour combler des postes qui ont un profil et des exigences linguistiques différentes, soit : anglais essentiel ou français essentiel. La position sera comblée à un rang et un niveau de salaire appropriés aux qualifications et à l'expérience du (de la) candidat(e) choisi(e). Le salaire maximum (sous révision) pour le rang de professeur adjoint est de 90 217 \$ plus une indemnité provisoire annuelle de 5 050 \$, et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 108 863 \$ et de 130 039 \$. Le salaire initial accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée sera sujette à une période probatoire de 36 mois. Les candidat(e)s devront faire parvenir une lettre d'intérêt citant le numéro de référence suivant (K2009002) avec leur curriculum vitae, leurs relevés de notes pertinents, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications et trois références. Date de début anticipée pour la position : 1 juillet 2009. Date de clôture : 31 janvier 2009. Pour toute information supplémentaire, les personnes intéressées sont invitées à contacter Dr Gordon Wight (613-541-6000 ext 6604 courriel : Wight-G@rmc.ca) ou Dr Michel Tetreault (613-541-6000 ext 6350 courriel : tetreault-m@rmc.ca) au département de génie civil.

Chef et poste menant à la permanence Études françaises

Le Département d'études françaises du Collège militaire royal du Canada cherche à combler le poste de chef de département. La position est un poste menant à la permanence comme professeur agrégé ou, dans un cas exceptionnel, comme professeur titulaire. Les qualifications requises sont un doctorat avec une spécialisation dans la domaine suivant : la littérature française du XVIIe siècle (connaissance de la didactique du français langue maternelle sera un atout), ainsi qu'un intérêt marqué par l'érudition réfléchi tel qu'il illustre les publications ; un profil actif de recherches ; une excellence démontrée dans le domaine de l'enseignement; le candidat doit aussi pouvoir montrer qu'il est en mesure de travailler en collaboration avec ses collègues. Les fonctions incluent le fait de servir comme chef de département pour un minimum de trois années, l'enseignement des cours de français de premier cycle, et d'être engagé activement dans la vie universitaire. Bien que l'enseignement et le travail départemental se fassent en français, il s'agit d'un poste bilingue qui requiert la capacité de lire et de comprendre les deux langues officielles et de communiquer oralement dans ces deux langues. Pour de plus amples renseignements au sujet du département d'Études françaises, prière de consulter notre page web : www.rmc.ca. Ce poste sera pourvu au rang et au salaire correspondant aux qualifications et à l'expérience de la personne retenue. Aux rangs de professeur agrégé et de professeur titulaire, les maximums sont de 108 863 \$ et de 130 039 \$, plus une indemnité provisoire de 5 050 \$. Il y aura une période probatoire de 36 mois. Les personnes intéressées doivent faire parvenir une lettre d'intérêt citant le numéro de référence suivant (K2009003) avec leur curriculum vitae, leurs relevés de notes pertinents, la preuve de leur capacité d'enseigner, un sommaire de leurs intérêts de recherche, trois exemples de leurs publications et trois références. La date prévue d'entrée en fonction est le 1er juillet 2009. La date limite d'acceptation de candidatures est fixée au 31 janvier 2009.

Prof J.R. McKay
Directeur des Services du Corps Professoral
La Collège Militaire Royal du Canada
CP17000 Succ Forces, Kingston, ON K7K 4B4
James.Mckay@rmc.ca



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